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ABSTRACT

This study, one of a series of biennial surveys conducted by the NEA Research Division, is directed to identifying the status and trends of salaries and related practices among the various types of institutions of higher education during 1969-70. The data is based on the responses of 69.9 percent of the 1,634 institutions that grant the 4-year or higher degree, and 65.9 percent of the 986 2-year institutions that were invited to participate. Chapter I discusses the growth and change in higher education, and the coverage of the study. Chapter II deals with salaries of instructional personnel of 4-year institutions; Chapter III with salary-related policies in colleges and universities; Chapter IV with selected administrative practices in 4-year institutions; Chapter V with summer-session practices in 4-year institutions; Chapter VI with salaries paid to administrative officers in 4-year institutions; and Chapters VII through XI deal with salaries and administrative practices and policies in 2-year institutions. (AF)

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Research Report 1970-R6: SALARIES IN HIGHER EDUCATION, 1969-70

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FOREWORD

A FUNDAMENTAL GOAL of the National Education Association is the strengthening of the quality of the services which members of the teaching profession provide. In higher education as well as in elementary and secondary schools, the importance of higher salaries as a means of improving competence and performance in teaching has long been recognized. To provide essential information, the NEA Research Division biennially collects data on salaries paid in the nation's institutions of higher education, both 4-year and 2-year.

This ninth report on salaries in higher education presents a full distribution of salaries paid to each rank in each type of institution and salaries paid to all types of administrative officers. This information should be helpful to administrators, faculty members, prospective faculty members, and the many citizens who provide direction and support for the higher education institutions throughout the country.

This report has been prepared by William S. Graybeal, Assistant Director, with the assistance of the various units of the Research Division. We are grateful for the cooperation of participating universities, colleges, junior colleges, and state agencies and hope that this report will contribute to their continuing efforts to provide improved quality in higher education.

GLEN ROBINSON
Director, Research Division

I. INTRODUCTION

THIS STUDY, one of a series of biennial surveys conducted by the NEA Research Division, is directed to identifying the status and trends of salaries and related practices among the various types of institutions of higher education during 1969-70. The information compiled in this report should be useful to persons who are planning for the budgetary requirements of higher education, considering employment in higher education, reviewing the adequacy of conditions concerning a specific position as related to the position in similar institutions, or planning revisions in their salary-related policies. Also, this study is designed to add the current status of salary conditions in higher education to a series of studies which document the accomplishments and trends in higher education salaries over a period of years.

This ninth biennial survey of salary conditions in higher education is based on the responses of 69.9 percent of the 1,634 institutions that grant the 4-year or higher degree which were invited to participate. The salary information was reported by 65.9 percent of the 2-year institutions (986) invited to participate (see Table 1 at the end of this section). The invitations were sent to institutions identified in the Education Directory, 1968-69, Part 3, Higher Education, published by the U. S. Office of Education and the 1969 Directory of the American Association of Junior Colleges. Institutions were added or deleted as information was made available to the NEA Research Division before February 6, 1970.

Salaries were to be reported for the entire institution except for faculty in medical, dental, and nursing schools. Also to be excluded were faculty for summer sessions, laboratory schools, extension programs, and evening or Saturday classes of similar nature. A few institutions having their entire faculty within the excluded classifications were not sent copies of the instrument. The questionnaires were listed in the American Council on Education Report on Questionnaires, and as a result of inquiries prompted by that announcement, the instrument was sent to some institutions which had not been listed in the directories.

Requests for actual salary figures were sent to the institutions on September 30, 1969. Follow-up letters were sent in November 1969 to institutions which had not responded. A second follow-up was sent on December 18 to selected institutions, many of which had participated in previous studies, but had not responded by that date. Persons in state-wide coordination agencies for which individual state summaries are to be prepared were advised early in December about the institutions in their states which had not responded. These persons and those listed in Appendix A who assisted in the collection of the questionnaires, provided follow-up activities until the final cut-off dates.

Information in questionnaires received on or before February 13, 1970, the final cut-off date, is summarized in the present report. All institutional reports are considered completely confidential; no individual or institution is identified, and no identifying information is released by the NEA Research Division.

Growth and Change in Higher Education

Growth of enrollments in post-high-school institutions continues with a slight reduction in the pace observed in the previous 2-year period when the full impact of the enlarged college-age population was being felt for the first time in all four years of higher education offerings. Data obtained by the NEA Research Division surveys of salaries in higher education reflect the enlargement of enrollments among existing institutions and continued growth in the number of institutions of higher education during the past two years.

Information in Table 1 shows that 1,634 institutions granting the 4-year or higher degree were invited to participate in the present study, an increase of 64 over the 1,570 involved at the time of the 1967-68 study. The number of full-time faculty in the institutions responding to the present survey (226,739) shows an increase of 32,210 or 16.6 percent above the 194,529 employed in the institutions which participated in the 1967-68 study. Based on an assumption that the staff sizes of nonresponding institutions are randomly distributed within the range of those in the responding institutions in the same size strata, the estimated total teaching faculty in 4-year or higher degree-granting institutions in 1969-70 is 271,253, an increase of 38,904 persons (16.7 percent) over the number similarly estimated for the 1967-68 session (232,349).

As in the earlier survey, the present study reflects continued dramatic growth in the enrollment and staff of the 2-year institutions. The 986 institutions invited to participate in the present study represent an increase of 133 over the 853 invited to participate in the previous salary survey. The number of publicly controlled 2-year institutions invited to participate has enlarged from 602 in the 1967-68 study to 741 in the present survey. The number of faculty in 2-year institutions responding in this study (40,995) is an increase of 5,991 persons above the 35,004 reported in 1967-68. The estimated total full-time faculty in 2-year institutions in 1969-70, based on an assumption that the nonresponding institutions are similar to those which are included in the present study, is 63,390 persons, an increase of 19,173 above the number similarly estimated for 1967-68 (44,217 persons).

The distribution of institutions among the stratifications of enrollment size reflects the growing size of institutions of higher education. The following is a summary of the number of institutions in each stratum invited to participate in the two biennial salary surveys and the percent of the estimated total number of full-time instructional faculty personnel employed by the institutions in each stratum:

Strata	Number of institutions invited to participate		Estimated percent of faculty personnel	
	1967-68	1969-70	1967-68	1969-70
4-year institutions				
Public universities (by enrollment)				
I. 10,000 and over	70	85	29.1%	33.3%
II. 5,000-9,999	72	85	11.6	12.4
III. Under 5,000	52	68	4.4	5.2
Nonpublic universities (by enrollment)				
IV. 5,000 and over	49	55	11.7	11.1
V. Under 5,000	70	85	5.7	5.2
Public colleges				
VI. Public colleges ..	223	207	13.5	12.0
Nonpublic colleges (by enrollment)				
VII. 1,000 and over	319	308	13.2	11.1
VIII. 500-999 ...	345	351	7.5	6.8
IX. Under 500 .	370	390	3.2	2.9
Total, 4-year or higher ..	1,570	1,634	99.9%	100.0%
2-year institutions				
X. Public	602	741	84.9%	90.2%
XI. Nonpublic .	251	245	15.1	9.8
Total, 2-year	853	986	100.0%	100.0%

These distributions show increasing numbers of institutions in all strata except Strata VI and VII colleges, where several apparently have been moved into the university classification. Also shown is the proportion of the estimated total number of faculty in 4-year institutions represented by those employed in the public institutions, slightly above that observed two years ago, about five in eight.

The number of faculty in 2-year institutions for whom salary data are reported represents 16.3 percent of all faculty in higher education for whom salaries are reported. If the responding institutions are randomly selected from the total population of 2-year institutions, the estimated 63,390 faculty in 2-year institutions represent 18.9 percent of the estimated total faculty in higher education. As shown in Table 1, more than nine-tenths of the faculty at the 2-year institution level for whom salaries are reported are employed in public institutions. If the responding institutions are assumed to be random selections from the total number of institutions, it is estimated that the total faculty in public 2-year institutions represents 90.2 percent of faculty in all 2-year institutions.

Coverage of the Study

Information in Table 1 shows that the response rate for large publicly controlled universities is very high with greater than 90 percent participating in the survey. While the response rate among the small public and nonpublic universities is also high, the large nonpublic universities are represented by 72.7 percent of the total number of institutions in this classification. The public colleges have a moderately high response rate of 75.8 percent. The rate of response is low in the nonpublic colleges where between two-thirds and three-fourths of the medium and large colleges participated. As in earlier studies, the response rate for small nonpublic colleges is near 50 percent.

The information summarized in this report, therefore, is estimated to be rather representative of conditions in public universities, fairly representative of public colleges (both 4-year and 2-year) and the nonpublic universities; moderately representative of the medium and large nonpublic 4-year and 2-year colleges; and somewhat limited in representing the small nonpublic colleges (which are estimated to employ only about 3 percent of the instructional faculty personnel in the institutions which grant the 4-year or higher degree). The types of institutions from which reports were received from more than three-fourths of the institutions employ almost three-fourths of the faculty in 4-year institutions (73.3 percent).

Institutions classified as universities in this study were reported in the U. S. Office of

Education Directory as offering at least the master's and/or the second professional degree, and also having separately organized schools in at least three fields, one of which may be arts and sciences. The number of separately organized schools was determined by a review of the number of different entries of salaries in the section of the questionnaire which requested the salaries of deans of separately organized schools. Limitations of this source of information about the presence and level of offering of these schools makes it likely that some colleges may be classified as universities.

The different structural relationships of campuses connected to or comprising major institutions also reduce the consistency of the institutional stratification. In some university systems the separate campuses may have been reported as separate institutions while in others the faculty on the various campuses may have been reported together with other faculty on the major campus.

Comparisons of salaries in a given stratum over the past two years, therefore, are not highly accurate as a result of the changes in the institutions included within each stratum. For example, some institutions classified as small universities in the previous survey may be classified as medium or large universities in the present study.

The geographic distribution of institutions participating in this study is given in Table 2. The total number of institutions has increased in three regions since the 1967-68 survey, the Mideast, Southeast, and Plains regions.

Information in Table 2 also shows the differences in regional distribution of institutions in some of the strata; for example, 72.5 percent of the large nonpublic universities are located in three regions, New England, Mideast, and Great Lakes. Also, about one-fourth of the medium-size nonpublic colleges (24.8 percent) are located in the Southeast region. These characteristics indicate the need to consider the possible impact of regional differences in per-capita personal income when interpreting the distributions of salaries paid either in a specific type of institution or in a specific region. For example: the number of medium-size nonpublic colleges in the Far West (where 1968 per-capita personal incomes in five of the six component states exceed the national average) is one-fourth of the number of institutions of this type in the Southeast (where the per-capita personal incomes in 10 of the 12 component states are far below the national average).

Definitions

Readers of this report should note the following explanatory comments:

1. This is a status study; it reports salary information for the current 1969-70 year.

2. All salaries of instructional personnel are reported for the academic year of nine months--two semesters or three quarters--even when the compensation is paid over a 12-month period; opportunities to supplement the academic-year earnings by summer-session teaching are reported separately.

3. All salaries of administrative personnel are reported for the full year.

4. All reported figures represent the contract salaries, excluding fringe benefits.

5. Only full-time employees of the institution are included in the salary distributions; the use of part-time employees in classroom service is shown separately in Sections IV and IX.

6. The terms university and college refer to the internal organization rather than the legal title. A university in this report is a complex institution with three or more graduate or professional schools. All others are colleges.

7. No person is reported in more than one category.

TABLE 1.--NUMBER OF INSTITUTIONS INVITED TO PARTICIPATE, NUMBER AND PERCENT REPLYING, AND FULL-TIME AND PART-TIME ENROLLMENT AND TEACHING STAFF, 1969-70

TYPE OF INSTITUTION	NUMBER INVITED TO PARTICIPATE	INSTITUTIONS REPLYING		STUDENTS		TEACHERS	
		NUMBER	PERCENT	FULL TIME	PART TIME	FULL TIME	PART TIME
1	2	3	4	5	6	7	8
PUBLIC UNIVERSITIES (BY ENROLLMENT)							
I. 10,000 AND OVER	85	82	96.5	1,598,826	180,171	87,183	21,284
II. 5,000-9,999	85	79	92.9	572,486	105,042	31,223	7,123
III. LESS THAN 5,000	68	57	83.8	186,231	30,130	11,823	1,776
NONPUBLIC UNIVERSITIES (BY ENROLLMENT)							
IV. 5,000 AND OVER	55	40	72.7	352,323	126,873	21,976	11,702
V. LESS THAN 5,000	85	69	81.2	172,062	73,548	11,421	4,250
PUBLIC COLLEGES							
VI. PUBLIC COLLEGES	207	156	75.4	428,575	63,729	24,487	3,650
NONPUBLIC COLLEGES (BY ENROLLMENT)							
VII. 1,000 AND OVER	308	221	71.8	340,966	37,820	21,551	5,200
VIII. 500-999	351	250	71.2	185,745	23,601	13,159	3,342
IX. LESS THAN 500	390	187	47.9	45,473	9,306	3,798	1,849
TOTAL 4-YEAR INSTITUTIONS	1,634	1,141	69.8	3,882,687	650,220	226,621	60,176
X. PUBLIC 2-YEAR COLLEGES	741	531	71.7	895,025	559,830	40,995	28,112
XI. NONPUBLIC 2-YEAR COLLEGES	245	119	48.6	52,542	12,160	3,020	1,455
TOTAL 2-YEAR COLLEGES	986	650	65.9	947,567	571,990	44,015	29,567
GRAND TOTAL	2,620	1,791	68.4	4,830,254	1,222,210	270,636	89,743

TABLE 2.--DISTRIBUTION OF 1,791 UNIVERSITIES, COLLEGES, AND JUNIOR COLLEGES PARTICIPATING, BY TYPE OF INSTITUTION AND BY GEOGRAPHIC AREA, 1969-70

GEOGRAPHIC REGION	TYPE OF INSTITUTION											TOTAL
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	
1	2	3	4	5	6	7	8	9	10	11	12	13
NEW ENGLAND	2	6	1	8	9	18	21	23	14	27	16	145
MIDEAST	6	8	15	15	20	34	52	39	44	91	30	354
SOUTHEAST	17	22	21	3	10	46	39	62	21	123	35	399
GREAT LAKES	22	11	7	6	13	5	50	42	45	65	15	281
PLAINS	8	8	2	2	2	18	30	50	24	74	19	237
SOUTHWEST	10	10	5	3	3	13	9	13	11	43	3	123
ROCKY MOUNTAIN	3	7	1	1	0	11	3	6	2	12	0	46
FAR WEST	14	7	5	2	12	11	17	15	26	96	1	206
TOTAL	82	79	57	40	69	156	221	250	187	531	119	1,791

II. SALARIES OF INSTRUCTIONAL PERSONNEL, 4-YEAR INSTITUTIONS

THIS SECTION PRESENTS in detail the academic year's earnings (exclusive of fringe benefits) of full-time staff members engaged principally in teaching. Salaries for faculty in medical, dental, and nursing schools, summer sessions, laboratory schools, and extension programs and evening or Saturday classes of similar nature are excluded. Also excluded are salaries of teaching assistants, junior instructors, or other subinstructors who are graduate students in the institutions in which they teach, even though they hold a full-time appointment. Part-time employees, although they may carry a considerable share of the total teaching assignments, are not included here. Also excluded are all administrative officers even though some of them do some teaching. Administrative salaries are presented in full detail in Section VI, Tables 36 through 47. This section presents salary data for teachers according to rank, type of employing institution, and geographic region.

All Ranks Combined

Information in Tables 3 and 4 provides a broad overview of the salaries paid to college and university teachers, all ranks combined. In Table 3, the salary of each full-time teacher is entered by the type and size of the employing institution. In Table 4 the salaries are entered by the regional placement of the employing institution. Column 13 of Table 4 shows the cumulative percent of teachers receiving salaries ranging from $35,000 and over to less than $6,000 for nine months' teaching service.

The median salary of all full-time faculty personnel who have teaching responsibilities is $11,745; up $1,510 from the median of $10,235 in the survey two years ago. These distributions demonstrate the need for viewing salary practices among subgroupings of institutions by type and by regional location. The median salaries of all faculty personnel employed in public universities, for example, range from $12,740 in the large institutions to $11,398 in the medium-size institutions, to $11,426 in the small institutions. Also, the median salaries in the geographic regions range from $12,366 in the Far West, down to $11,133 in the Southeast.

The percents in column 13, Table 4, show only 11.5 percent of all college and university teaching faculty personnel receive salaries $17,500 or higher for the nine-month term. This column also shows that 11.9 percent of all college and university teaching faculty personnel receive salaries of less than $8,500 for the nine-month period; that 2.0 percent of all of the 221,542 full-time faculty personnel in colleges and universities receive salaries of less than $7,000 for nine months of teaching.

Table 3 shows that the median of faculty salaries in all universities, $12,284, exceeds the median of faculty salaries in all colleges, $10,373, by $1,911. The first quartile of faculty salaries in the universities is $37 less than the median of faculty salaries in the colleges.

Table 4 shows that the median salary in public institutions ($12,078) exceeds the median salary of faculty in nonpublic institutions ($10,908) by $1,170. This difference is observed also at the quartiles of salaries paid.

The median salaries paid to all faculty in all reporting institutions in recent biennial surveys conducted by the NEA Research Division are as follows:

Session	Median salary	Two-year increase
1961-62	$ 7,486	11.5%
1963-64	8,163	9.0
1965-66	9,081	11.2
1967-68	10,235	12.7
1969-70	11,745	14.8

Variations by Rank

Following Tables 3 and 4 are four sets of two tables each, in the same format for each of the four ranks. Professors only are listed in Tables 5 and 6. As expected, the highest salaries are earned by persons in this rank although for the country as a whole there is considerable overlapping of salaries among the ranks.

Professors--The median salary of the 56,160 persons having the rank of professor in 1,067 institutions is $16,799 for nine months' teaching. This salary is $19,442 or greater among one-fourth of those holding the rank of professor; and about 1 in 28 (3.6 percent) is being paid $26,000 or more. One-fourth of the professors are paid $14,656 or less for the nine months' teaching; and about 1 in 20 (4.5 percent) receives less than $11,500.

The median salaries paid to professors in the various types of institutions range from $18,829 in the large nonpublic universities down to $11,773 in the smallest nonpublic colleges. The range of the median salaries in the various regions is from $18,176 in the Far West down to $15,255 among professors in the Southeast. This wide regional difference in salaries is demonstrated by the quartiles; the first quartile of salaries in the Far West ($16,286) is higher than the medians of salaries in four other regions.

The median of salaries paid to professors in all universities ($17,418) exceeds the median of salaries paid to this rank in all colleges ($14,405) by $3,013. A similar difference is noted at the quartiles of salaries paid to faculty in these two groups of institutions.

The median of salaries paid to professors in all public institutions ($17,082) exceeds the median of salaries paid to this rank in all nonpublic institutions ($15,978) by $1,104. The wider range of salaries in the nonpublic institutions is directed heavily toward the lower ranges with the first quartile of salaries paid to professors being $1,803 lower in nonpublic than in public institutions.

The median salaries paid to professors in all reporting institutions in recent biennial surveys conducted by the NEA Research Division are as follows:

Session	Median salary	Two-year increase
1961-62	$10,256	12.6%
1963-64	11,312	10.3
1965-66	12,953	14.5
1967-68	14,713	13.6
1969-70	16,799	14.2

Associate professors--Contained in Tables 7 and 8 are the distributions of salaries paid to full-time faculty personnel holding rank of associate professor in 1,047 colleges and universities, grouped by type of institution and by regional location of the institution. The median of salaries paid to 51,648 associate professors is $12,985. One person in 4 holding this rank is being paid $14,274 or more this session; about 1 in 25 (4.1 percent) is being paid $17,000 or more this session. At the other end of the distribution, one-fourth of the associate professors are being paid $11,722 or less; about 1 in 17 (5.8 percent) receives less than $10,000 for nine months' teaching.

The median salaries vary widely among the different types of institutions; $13,619 in large public universities down to $10,178 in small nonpublic colleges. Among the geographic regions the median salaries range from a high of $13,387 in New England down to $12,302 in the Rocky Mountain states.

The median of salaries paid to associate professors in universities ($13,316) exceeds the median of salaries paid to this rank in colleges ($11,824) by $1,492. The first quartile of these salaries in universities exceeds the median salary of this rank in the colleges. The median of salaries paid to associate professors in all public institutions ($13,267) exceeds the median in all nonpublic institutions ($12,131) by $1,136. The differences between are wider at the first quartile of salaries than at the median or third quartile levels.

The median salaries of associate professors during recent biennial surveys are:

Session	Median salary	Two-year increase
1961-62	$ 8,167	11.4%
1963-64	8,969	9.8
1965-66	10,058	12.1
1967-68	11,393	13.3
1969-70	12,985	14.0

Assistant Professors--The median of salaries paid to 74,644 full-time faculty personnel having rank of assistant professor is $10,698 (Tables 9 and 10). One in 4 receives a salary of $11,666 or more for nine months' teaching; about 1 in 20 (5.0 percent) receives a salary of $13,500 or more. At the lower end of the distribution 1 in 4 receives a salary of $9,759 or less; about 1 in 16 (6.1 percent) receives less than $8,500.

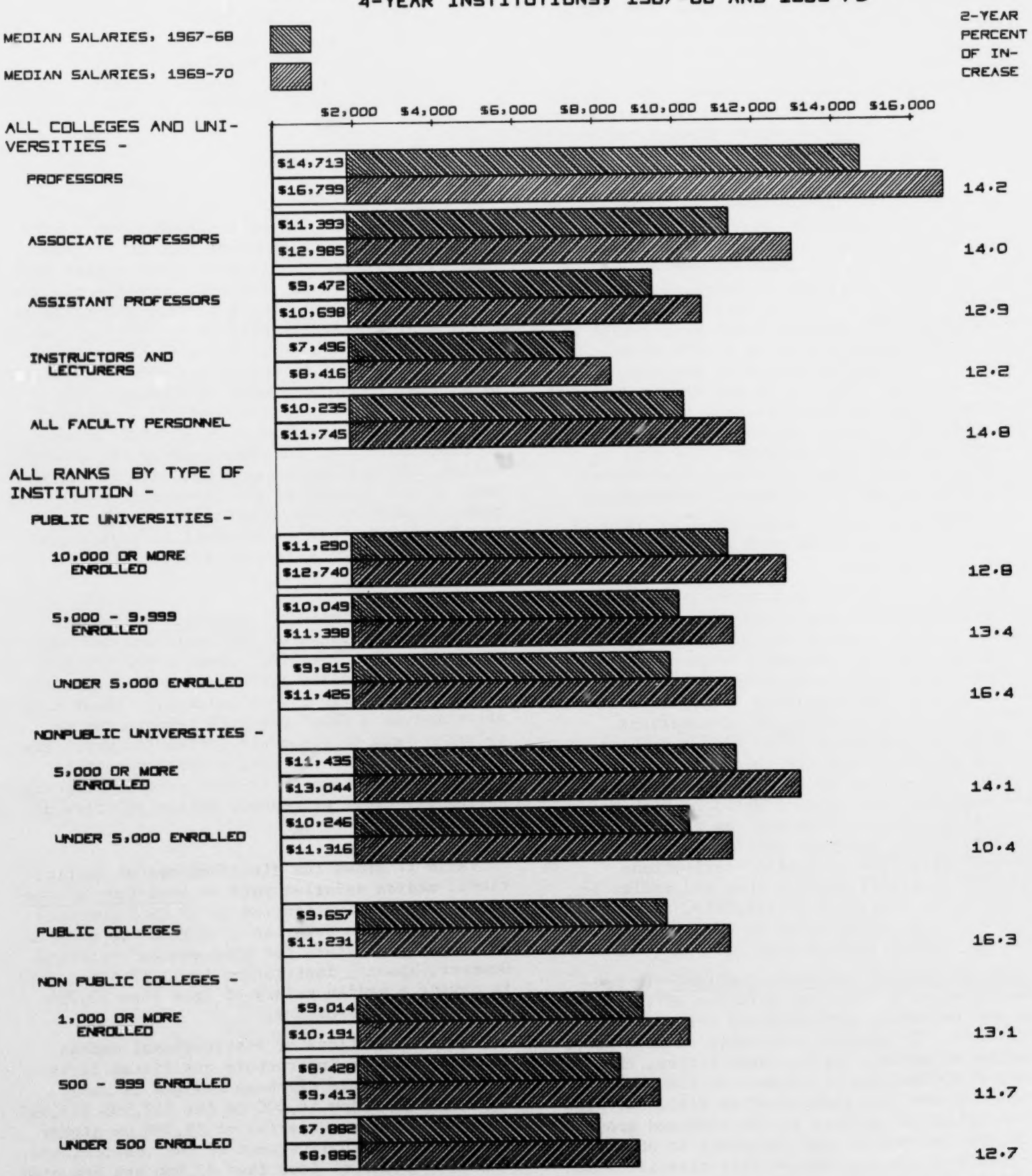
The median salaries in the various types of institutions range from $11,230 in the large public universities down to $8,440 in the smallest nonpublic colleges. The median of salaries paid to assistant professors in colleges and universities in the Far West ($10,933) is the highest among the various regions; the lowest regional median salary is $10,286 in the Rocky Mountain states. The median salary of assistant professors employed in universities ($10,980) exceeds the median salary of this rank in all colleges ($9,884) by $1,096. The first quartile of salaries paid to this rank in universities exceeds the median salary of this rank in colleges. The median salary of assistant professors in all public institutions ($10,948) is $908 greater than the median salary of this rank in all nonpublic institutions.

The median salaries of assistant professors in recent biennial surveys are as follows:

Session	Median salary	Two-year increase
1961-62	$ 6,900	10.7%
1963-64	7,539	9.3
1965-66	8,417	11.6
1967-68	9,472	12.5
1969-70	10,698	12.9

FIGURE I

MEDIAN SALARIES FOR NINE MONTHS OF FULL-TIME TEACHING, 4-YEAR INSTITUTIONS, 1967-68 AND 1969-70


MEDIAN SALARIES, 1967-68
MEDIAN SALARIES, 1969-70
2-YEAR PERCENT OF INCREASE
$2,000
$4,000
$6,000
$8,000
$10,000
$12,000
$14,000
$16,000
ALL COLLEGES AND UNIVERSITIES -
PROFESSORS $14,713 $16,799 14.2
ASSOCIATE PROFESSORS $11,393 $12,985 14.0
ASSISTANT PROFESSORS $9,472 $10,698 12.9
INSTRUCTORS AND LECTURERS $7,496 $8,416 12.2
ALL FACULTY PERSONNEL $10,235 $11,745 14.8
ALL RANKS BY TYPE OF INSTITUTION -
PUBLIC UNIVERSITIES -
10,000 OR MORE ENROLLED $11,290 $12,740 12.8
5,000 - 9,999 ENROLLED $10,049 $11,398 13.4
UNDER 5,000 ENROLLED $9,815 $11,426 16.4
NONPUBLIC UNIVERSITIES -
5,000 OR MORE ENROLLED $11,435 $13,044 14.1
UNDER 5,000 ENROLLED $10,246 $11,316 10.4
PUBLIC COLLEGES $9,657 $11,231 16.3
NON PUBLIC COLLEGES -
1,000 OR MORE ENROLLED $9,014 $10,191 13.1
500 - 999 ENROLLED $8,428 $9,413 11.7
UNDER 500 ENROLLED $7,882 $8,896 12.7

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Instructors--Tables 11 and 12 contain the distributions of salaries paid to instructors, grouped by type of institution and by the regional location of the institution. The median salary paid to 35,559 full-time faculty personnel having rank of instructor in 1,004 institutions is $8,357. One instructor in 4 is paid $9,198 or more this session; fewer than 1 in 25, $11,000 or more. One-fourth of the instructors are being paid $7,639 or less; about 4 percent are being paid less than $6,500 for nine months' teaching.

The range of median salaries among the various types of institutions is $1,283 with the highest median salary noted among the large public universities ($8,565) and the lowest among the small nonpublic colleges ($7,282). The median salaries paid to instructors in the various geographic regions range from a high of $8,860 in New England down to $7,994 in the Southeast. The median salary of instructors in all universities ($8,459) is not widely different from the median for this rank in all colleges ($8,178). Also, the median salary of instructors in public institutions ($8,475) is only $355 greater than the median for persons having similar rank in nonpublic institutions.

The median salary of instructors in 1969-70 is 12.1 percent above the median of $7,458 reported two years ago.

Lecturers--Analyzed separately for the second time in the present study, the information in Table 13 gives a summary of the distributions of salaries paid to lecturers in the groupings of institutions used in the preceding tables. The salaries of 3,531 persons having rank of lecturer were reported in 236 institutions. The median salary is $10,007, with the first quartile of $8,129 and the third quartile of $11,708. The median salaries in universities, where approximately three-fourths of persons having this rank are employed, is $10,079, $859 more than in the colleges ($9,220). The median salary of this rank in public institutions ($10,303) is $1,411 greater than the median in the nonpublic institutions ($8,892). More than seven-tenths of persons having this rank are employed in public institutions.

Instructors and lecturers combined--In previous biennial surveys the salaries of instructors and lecturers were combined into one classification. To provide continuity to date about salaries of persons having these titles, the salary distributions of persons in the two groups combined are summarized in Table 14. The median salary of persons in the combined group of 39,090 instructors and lecturers is $8,416. One-fourth of the persons in this classification are being paid $7,656 or less and one-fourth are being paid $9,354 or more this academic year.

The growth in median salaries of the combined group of instructors and lecturers during the recent biennial surveys is shown below:

Session	Median salary	Two-year increase
1961-62	$ 5,582	9.6%
1963-64	6,114	9.5
1965-66	6,761	10.6
1967-68	7,496	10.9
1969-70	8,416	12.3

Distribution of Institutions by Salary Medians

Information in Tables 15-18 provides a view of the structure of salaries paid in colleges and universities. Entries in these tables represent institutions. Table 15 contains the distributions of institutions by type according to their median salaries paid to professors. About 1 institution in 18 (5.7 percent) has a median salary being paid to professors which is $19,000 or greater for nine months' teaching. About one-fourth of the institutions (23.0 percent) are paying median salaries of $16,500 or more to professors. At the other end of the distribution, the medians of salaries paid to professors in 4.7 percent of the institutions are less than $10,000 for nine months' teaching. About 1 institution in 4 (26.7 percent) is paying professors median salaries which are less than $13,000.

For salaries paid to associate professors (Table 16) the range of institutional medians is greater than $14,000. About 1 institution in 20 pays associate professors median salaries of $14,500 or higher (4.6 percent). About 1 institution in 4 (23.9 percent) reports median salaries paid to associate professors which are $13,000 or higher for nine months' teaching. About 1 institution in 17 (5.8 percent) reports paying associate professors median salaries of less than $9,000.

Table 17 shows the distributions of institutional median salaries paid to assistant professors. About 1 institution in 15 (6.7 percent) is paying median salaries of $11,500 or more to assistant professors for nine months' teaching. However, about 1 institution in 13 (7.5 percent) is paying a median salary of less than $8,000 to assistant professors.

The distributions of institutional median salaries paid to instructors are listed in Table 18. The range of these medians is about $6,500, from below $6,000 to the $12,500-$12,999 interval. Median salaries of $9,500 or higher are reported by 6.1 percent of the institutions. Median salaries of less than $7,000 are reported by 7.4 percent of the institutions.

Salary Increases for Continuing Faculty

Responses of colleges and universities to the inquiry about the average percent of change in

the salaries of continuing faculty personnel are summarized in Tables 19 and 20. These figures do not represent individual staff members' salary increases nor percents of change in the over-all salary budget of an institution. Also, they do not reflect the sums required to pay for additional staff or for increased salaries of positions vacated and filled by other teachers the following year. And, of course, the total number of teachers in one reporting group differs from the number in any other group. Thus, the percents apply to differing numbers of teachers.

Among the 83.4 percent of the institutions participating in this survey which responded to the inquiry about increases from 1967-68 to 1968-69 the median increase was 7.0 percent. Among the 90.4 percent of institutions responding to the request for information about change from 1968-69 to 1969-70 the median increase was 7.4 percent.

Between 1967-68 and 1968-69, the range of the changes was from no increase to an increase of 20 percent or more. The median percent of increase among the various groupings of institutions ranged from 7.7 percent in the small public universities (enrolling fewer than 5,000 students) down to 5.7 percent in the small nonpublic colleges. Among all responding institutions, 4.9 percent had no changes in average salary while 4.3 percent of the institutions reported increases of 13 percent or more. About 1 institution in 5 (21.2 percent) had salary improvements of 9 percent or more between these two sessions.

Between 1968-69 and 1969-70 the range of salary changes again is from no increase to an increase of greater than 20 percent. The median changes by type of institution range from a 7.9 percent increase among the public colleges down to a 7.0 percent increase among the small nonpublic colleges. No change or an increase of less than 2 percent is reported by 3.7 percent of all institutions. An increase of 15 percent or more is reported by 3.3 percent of the institutions. About 1 institution in 5 (19.5 percent) reports increases of 10 percent or greater.

The following is a summary of the median percents of increase in average salaries of continuing faculty in colleges and universities compiled in this series of reports:

Session	Median percent of increase from previous sessions
1955-56	5.6%
1956-57	6.9
1957-58	8.2
1958-59	6.3
1959-60	6.7
1960-61	6.0
1961-62	6.3
1962-63	5.9
1963-64	6.2
1964-65	6.5
1965-66	6.9
1966-67	6.7
1967-68	7.4
1968-69	7.0
1969-70	7.4

The 7.4 percent median increase realized for the present session has been equalled only once during the preceding 10-year period.

TABLE 3.--ALL RANKS, BY TYPE OF INSTITUTION. DISTRIBUTION OF SALARIES PAID TO FULL TIME INSTRUCTIONAL PERSONNEL IN 1,141 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1969-70

SALARY INTERV	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	18	1	...	6	...	...	1	...	...	25	.01	1	...
34,000-34,999	12	1	...	2	...	...	...	...	...	15	.02	...	...
32,000-33,999	34	...	...	19	4	...	...	...	...	57	.06	...	...
30,000-31,999	73	6	5	96	6	...	1	...	...	186	.17	1	...
28,000-29,999	197	19	5	156	32	...	1	...	...	409	.42	1	...
26,000-27,999	694	109	70	319	58	99	3	...	...	1,250	1.20	102	.17
24,000-25,999	889	82	60	548	76	31	27	...	1	1,655	2.22	59	.27
23,000-23,999	656	55	47	338	48	34	18	...	...	1,144	2.93	52	.36
22,000-22,999	1,026	78	77	428	76	58	23	1	...	1,685	3.97	82	.49
21,000-21,999	1,412	154	71	475	84	73	51	3	2	2,196	5.32	129	.71
20,000-20,999	1,736	186	122	571	133	115	87	14	16	2,748	7.02	232	1.10
19,000-19,999	2,952	445	151	629	143	385	113	24	17	4,320	9.69	539	2.00
18,500-18,999	1,211	187	62	344	89	172	108	18	4	1,893	10.86	302	2.51
18,000-18,499	1,949	334	113	472	148	317	116	34	5	3,016	12.73	472	3.30
17,500-17,999	1,598	227	121	385	130	263	147	48	9	2,461	14.25	467	4.08
17,000-17,499	2,164	463	132	467	182	223	164	40	14	3,408	16.36	441	4.82
16,500-16,999	2,124	413	185	488	141	384	206	44	18	3,351	18.43	652	5.91
16,000-16,499	2,306	566	195	591	290	348	245	58	20	3,948	20.87	671	7.03
15,500-15,999	2,597	672	240	525	232	577	316	79	23	4,266	23.50	995	8.69
15,000-15,499	3,159	997	335	757	291	691	337	130	25	5,539	26.93	1,183	10.67
14,500-14,999	2,665	805	273	664	248	614	363	139	19	4,655	29.80	1,135	12.57
14,000-14,499	3,697	1,199	439	858	352	861	449	192	59	6,545	33.85	1,561	15.19
13,500-13,999	3,809	1,360	458	807	352	907	553	197	67	6,786	38.04	1,724	18.07
13,000-13,499	4,419	1,382	473	979	446	963	617	258	81	7,699	42.80	1,919	21.28
12,500-12,999	4,251	1,337	492	988	439	1,146	759	340	70	7,507	47.44	2,315	25.16
12,000-12,499	5,235	1,800	701	1,215	593	1,384	919	440	92	9,544	53.34	2,835	29.90
11,500-11,999	5,387	1,961	727	1,109	553	1,574	995	497	105	9,737	59.36	3,171	35.21
11,000-11,499	6,101	2,511	763	1,278	772	1,779	1,184	625	116	11,425	66.42	3,704	41.41
10,500-10,999	5,365	2,318	775	1,290	756	1,662	1,454	681	119	10,504	72.91	3,916	47.96
10,000-10,499	5,097	2,219	876	1,276	822	1,921	1,779	901	166	10,290	79.27	4,767	55.94
9,500- 9,999	3,054	1,907	717	907	726	1,649	1,804	972	139	7,311	83.79	4,564	63.58
9,000- 9,499	2,767	1,738	704	710	700	1,742	1,900	1,121	174	6,619	87.88	4,937	71.84
8,500- 8,999	2,270	1,392	590	574	560	1,474	1,804	1,210	234	5,356	91.19	4,722	79.74
8,000- 8,499	2,111	1,551	560	551	560	1,304	1,501	1,158	226	5,333	94.49	4,189	86.75
7,500- 7,999	1,668	1,040	396	456	351	894	1,196	1,104	277	3,911	96.91	3,471	92.56
7,000- 7,499	1,331	796	248	225	249	513	720	664	215	2,849	98.67	2,112	96.10
6,500- 6,999	563	212	98	101	109	118	384	414	205	1,083	99.34	1,121	97.97
6,000- 6,499	298	122	18	48	60	48	180	227	107	546	99.68	562	98.91
BELOW $6,000	319	59	34	25	80	29	185	229	204	517	100.00	647	100.00
TOTAL SALARIED INDIVIDUALS	87,214	30,704	11,333	21,677	10,861	24,352	20,710	11,862	2,829	161,789	100.00	59,753	100.00
CONTRIBUTED SERVICES	246	187	37	309	467	73	841	1,297	934	1,246	...	3,145	...
NUMBER OF INSTITUTIONS	82	79	57	40	69	156	221	250	187	327	...	814	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...	-$6,000	...
FIRST QUARTILE	10,717	9,701	9,629	10,712	9,553	9,490	8,780	8,141	7,445	10,336	...	8,800	...
MEDIAN	12,740	11,398	11,426	13,044	11,316	11,231	10,191	9,413	8,886	12,284	...	10,373	...
THIRD QUARTILE	15,855	13,751	13,858	16,832	14,068	13,535	12,243	11,172	11,240	15,282	...	12,521	...
HIGHEST INTERVAL	35,000+	35,000+	31,000	35,000+	33,000	27,000	35,000+	22,500	25,000	35,000+	...	35,000+	...

TABLE 4.--ALL RANKS, BY GEOGRAPHIC REGION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME INSTRUCTIONAL PERSONNEL IN 1,141 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1969-70

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS TOTAL CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	3	5	4	1	5	8	...	...	19	7	26	.01
34,000-34,999	1	1	1	2	3	3	...	4	13	2	15	.01
32,000-33,999	11	9	2	15	3	8	...	9	34	23	57	.04
30,000-31,999	36	66	9	36	13	7	1	19	84	103	187	.12
28,000-29,999	86	87	43	69	18	19	4	84	221	189	410	.31
26,000-27,999	204	616	87	186	49	45	15	150	972	380	1,352	.92
24,000-25,999	283	518	151	326	104	79	21	232	1,062	652	1,714	1.69
23,000-23,999	197	270	105	209	95	48	9	263	792	404	1,196	2.23
22,000-22,999	221	552	179	304	128	71	17	295	1,239	528	1,767	3.03
21,000-21,999	260	629	258	486	133	129	22	408	1,710	615	2,325	4.08
20,000-20,999	280	793	354	624	280	175	58	416	2,159	821	2,980	5.43
19,000-19,999	352	873	442	757	248	210	86	1,891	3,933	926	4,859	7.62
18,500-18,999	202	508	295	478	234	165	67	246	1,632	563	2,195	8.61
18,000-18,499	237	858	395	713	254	223	86	722	2,713	775	3,488	10.18
17,500-17,999	264	650	394	662	271	195	76	416	2,209	719	2,928	11.51
17,000-17,499	273	774	494	822	404	259	115	708	2,982	867	3,849	13.24
16,500-16,999	344	814	481	884	313	253	142	772	3,106	897	4,003	15.05
16,000-16,499	387	999	749	989	410	346	201	538	3,415	1,204	4,619	17.13
15,500-15,999	433	1,068	909	1,019	536	368	197	731	4,086	1,175	5,261	19.51
15,000-15,499	501	1,449	1,078	1,347	669	566	230	882	5,182	1,540	6,722	22.54
14,500-14,999	491	1,108	1,081	1,218	525	542	239	586	4,357	1,433	5,790	25.16
14,000-14,499	601	1,512	1,536	1,584	775	649	296	1,153	6,196	1,910	8,106	28.82
13,500-13,999	592	1,659	1,555	1,718	716	753	301	1,216	6,534	1,976	8,510	32.66
13,000-13,499	758	1,744	1,806	1,999	901	745	389	1,276	7,237	2,381	9,618	37.00
12,500-12,999	775	1,733	1,926	2,023	1,083	851	379	1,052	7,226	2,596	9,822	41.43
12,000-12,499	894	2,368	2,372	2,570	1,115	899	500	1,661	9,120	3,259	12,379	47.02
11,500-11,999	898	2,480	2,242	2,606	1,195	913	480	2,094	9,649	3,259	12,908	52.85
11,000-11,499	1,267	2,624	2,564	2,923	1,351	995	625	2,780	11,154	3,975	15,129	59.67
10,500-10,999	1,203	2,309	2,591	2,949	1,430	1,025	574	2,339	10,120	4,300	14,420	66.18
10,000-10,499	1,154	2,530	2,777	3,161	1,576	1,022	630	2,207	10,113	4,944	15,057	72.98
9,500- 9,999	1,002	2,221	2,460	2,436	1,323	918	547	968	7,327	4,548	11,875	78.34
9,000- 9,499	978	2,074	2,526	2,496	1,364	844	506	768	6,951	4,605	11,556	83.56
8,500- 8,999	674	1,812	2,315	2,088	1,413	787	363	626	5,726	4,352	10,078	88.11
8,000- 8,499	569	1,739	2,479	1,987	1,158	738	338	514	5,526	3,996	9,522	92.40
7,500- 7,999	372	1,301	2,078	1,399	996	590	284	362	3,998	3,384	7,382	95.74
7,000- 7,499	190	661	1,557	1,061	586	380	224	302	2,888	2,073	4,961	97.98
6,500- 6,999	90	262	750	340	311	206	78	167	991	1,213	2,204	98.97
6,000- 6,499	72	114	376	168	150	112	40	76	486	622	1,108	99.47
BELOW $6,000	113	147	234	119	297	139	21	94	441	723	1,164	100.00
TOTAL SALARIED INDIVIDUALS	17,268	41,937	41,655	44,774	22,435	16,285	8,161	29,027	153,603	67,939	221,542	100.00
CONTRIBUTED SERVICES	404	1,387	260	1,160	374	203	156	447	543	3,848	4,391	...
NUMBER OF INSTITUTIONS	102	233	240	201	144	77	34	110	374	767	1,141	...
RANGE PAID												
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE	10,111	10,030	9,124	9,815	9,256	9,650	9,670	10,751	10,201	9,068	9,812	...
MEDIAN	12,029	12,147	11,133	11,742	11,227	11,712	11,380	12,366	12,078	10,908	11,745	...
THIRD QUARTILE	15,257	15,364	13,561	14,485	13,903	14,229	13,737	15,943	14,904	13,683	14,531	...
HIGHEST INTERVAL	35,000+	35,000+	35,000+	35,000+	35,000+	35,000+	31,000	34,500	35,000+	35,000+	35,000+	...

TABLE 5.--PROFESSORS, BY TYPE OF INSTITUTION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME PROFESSORS IN 1,106 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1969-70

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	18	1	...	6	...	...	1	...	...	25	.05	1	...
34,000-34,999	12	1	...	2	...	...	...	...	...	15	.09	...	...
32,000-33,999	34	...	...	19	4	...	...	...	...	57	.22	...	...
30,000-31,999	73	6	5	96	6	...	1	...	...	186	.64	1	.01
28,000-29,999	197	19	5	156	32	...	1	...	...	409	1.57	1	.02
26,000-27,999	692	109	70	319	58	99	3	...	...	1,248	4.41	102	.86
24,000-25,999	883	82	60	547	76	30	27	...	1	1,648	8.16	58	1.33
23,000-23,999	647	55	46	337	47	34	17	...	...	1,132	10.74	51	1.75
22,000-22,999	910	65	76	420	76	21	23	1	...	1,547	14.26	45	2.12
21,000-21,999	1,359	132	69	467	83	55	51	3	2	2,110	19.06	111	3.03
20,000-20,999	1,618	159	85	551	131	79	87	14	16	2,544	24.85	196	4.63
19,000-19,999	2,813	416	140	588	138	329	113	24	17	4,095	34.16	483	8.59
18,500-18,999	1,099	172	54	319	87	164	106	17	4	1,731	38.10	291	10.97
18,000-18,499	1,705	291	96	426	136	254	115	34	4	2,654	44.14	407	14.30
17,500-17,999	1,375	198	103	327	116	195	145	48	9	2,119	48.96	397	17.55
17,000-17,499	1,759	360	100	377	158	180	158	39	14	2,754	55.23	391	20.75
16,500-16,999	1,658	346	160	359	120	269	195	43	16	2,643	61.24	523	25.04
16,000-16,499	1,585	433	162	368	229	252	228	56	15	2,777	67.56	551	29.55
15,500-15,999	1,596	512	179	286	159	380	285	74	21	2,732	73.78	760	35.77
15,000-15,499	1,428	574	193	322	172	387	282	117	23	2,689	79.90	809	42.40
14,500-14,999	945	431	138	246	124	337	294	120	18	1,884	84.18	769	48.69
14,000-14,499	812	515	237	229	156	327	307	158	42	1,949	88.62	834	55.52
13,500-13,999	570	503	190	133	145	285	333	153	55	1,541	92.12	826	62.29
13,000-13,499	470	324	128	129	145	226	336	171	51	1,196	94.85	784	68.71
12,500-12,999	302	260	89	65	83	181	281	195	32	799	96.66	689	74.35
12,000-12,499	184	197	75	41	72	130	258	229	41	569	97.96	658	79.74
11,500-11,999	113	121	46	30	59	96	150	185	43	369	98.80	474	83.62
11,000-11,499	68	74	31	30	50	59	111	188	47	253	99.37	405	86.93
10,500-10,999	33	38	10	18	34	32	109	120	33	133	99.68	294	89.34
10,000-10,499	15	12	10	5	20	17	127	127	57	62	99.82	328	92.03
9,500- 9,999	8	4	5	6	4	14	68	98	32	27	99.88	212	93.76
9,000- 9,499	4	5	3	2	4	3	83	86	40	18	99.92	212	95.50
8,500- 8,999	2	2	...	4	1	7	61	51	56	9	99.94	175	96.93
8,000- 8,499	3	...	...	1	1	...	37	23	35	5	99.95	95	97.71
7,500- 7,999	2	1	...	1	...	...	56	16	24	4	99.96	96	98.50
7,000- 7,499	1	1	1	...	...	2	36	11	11	3	99.97	60	98.99
6,500- 6,999	1	...	...	1	...	...	9	17	7	2	99.97	33	99.26
6,000- 6,499	...	...	...	...	3	...	8	3	3	3	99.98	14	99.37
BELOW $6,000	3	2	...	1	1	2	5	37	32	7	100.00	76	100.00
TOTAL SALARIED INDIVIDUALS	24,997	6,421	2,566	7,234	2,730	4,446	4,507	2,458	801	43,948	100.00	12,212	100.00
CONTRIBUTED SERVICES	37	25	5	118	107	9	167	271	302	292	...	749	...
NUMBER OF INSTITUTIONS	82	78	54	40	68	152	221	246	165	322	...	784	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	-$6,000	$7,250	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...	-$6,000	...
FIRST QUARTILE	15,903	14,059	14,113	16,351	14,194	14,088	12,516	11,068	9,403	15,401	...	12,440	...
MEDIAN	17,841	15,643	15,855	18,829	16,288	15,655	14,302	12,597	11,773	17,418	...	14,405	...
THIRD QUARTILE	20,120	17,754	18,336	22,223	18,819	17,881	16,316	14,422	14,021	19,984	...	16,505	...
HIGHEST INTERVAL	35,000+	35,000+	31,000	35,000+	33,000	27,000	35,000+	2,500	25,000	35,000+	...	35,000+	...

TABLE 6.--PROFESSORS, BY GEOGRAPHIC REGION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME PROFESSORS IN 1,106 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1969-70

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS TOTAL CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	3	5	4	1	5	8	...	...	19	7	26	.04
34,000-34,999	1	1	1	2	3	3	...	4	13	2	15	.07
32,000-33,999	11	9	2	15	3	8	...	9	34	23	57	.17
30,000-31,999	36	66	9	36	13	7	1	19	84	103	187	.50
28,000-29,999	86	87	43	69	18	19	4	84	221	189	410	1.23
26,000-27,999	204	616	87	184	49	45	15	150	970	380	1,350	3.64
24,000-25,999	283	515	151	322	103	79	21	232	1,055	651	1,706	6.67
23,000-23,999	195	266	103	206	93	48	9	263	782	401	1,183	8.78
22,000-22,999	220	391	177	299	125	71	17	292	1,072	520	1,592	11.62
21,000-21,999	257	556	255	472	129	127	22	403	1,615	606	2,221	15.57
20,000-20,999	269	621	336	603	274	168	58	411	1,941	799	2,740	20.45
19,000-19,999	326	705	419	722	237	203	85	1,881	3,698	880	4,578	28.60
18,500-18,999	180	466	263	454	211	146	64	238	1,489	533	2,022	32.20
18,000-18,499	204	613	352	658	239	205	80	710	2,346	715	3,061	37.65
17,500-17,999	212	507	331	593	249	167	72	385	1,871	645	2,516	42.13
17,000-17,499	213	485	404	694	350	223	105	671	2,399	746	3,145	47.73
16,500-16,999	229	534	364	731	263	203	128	714	2,433	733	3,166	53.37
16,000-16,499	239	580	534	730	322	282	164	477	2,432	896	3,328	59.30
15,500-15,999	238	568	605	706	352	272	159	592	2,667	825	3,492	65.51
15,000-15,499	196	617	604	761	404	404	184	328	2,582	916	3,498	71.74
14,500-14,999	184	391	585	526	269	332	161	205	1,851	802	2,653	76.47
14,000-14,499	160	428	677	494	334	335	170	184	1,891	892	2,783	81.42
13,500-13,999	138	421	573	432	260	267	143	133	1,548	819	2,367	85.64
13,000-13,499	114	244	611	337	240	210	118	106	1,148	832	1,980	89.16
12,500-12,999	55	143	503	239	226	152	89	81	832	656	1,488	91.81
12,000-12,499	57	98	470	182	188	100	57	75	586	641	1,227	94.00
11,500-11,999	45	71	308	100	144	102	35	38	376	467	843	95.50
11,000-11,499	37	43	260	75	111	70	28	34	232	426	658	96.67
10,500-10,999	31	34	139	45	75	59	6	38	113	314	427	97.43
10,000-10,499	40	37	105	71	56	36	17	28	54	336	390	98.12
9,500- 9,999	27	17	64	27	37	42	5	20	31	208	239	98.55
9,000- 9,499	37	17	46	40	38	24	6	22	15	215	230	98.96
8,500- 8,999	26	27	33	28	28	15	6	21	11	173	184	99.29
8,000- 8,499	30	13	10	14	22	5	1	5	3	97	100	99.46
7,500- 7,999	18	11	19	11	26	5	1	9	3	97	100	99.64
7,000- 7,499	1	6	13	3	15	2	...	23	5	58	63	99.76
6,500- 6,999	16	1	3	3	8	2	...	2	1	34	35	99.82
6,000- 6,499	1	2	4	...	5	...	...	5	...	17	17	99.85
BELOW $6,000	7	14	5	3	47	6	...	1	7	76	83	100.00
TOTAL SALARIED INDIVIDUALS	4,626	10,226	9,472	10,888	5,571	4,453	2,031	8,893	38,430	17,730	56,160	100.00
CONTRIBUTED SERVICES	96	332	41	338	75	47	32	80	76	965	1,041	...
NUMBER OF INSTITUTIONS	98	224	236	197	141	72	34	104	366	740	1,106	...
RANGE PAID												
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	$7,750	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE	15,338	15,436	13,316	15,060	13,744	14,024	13,985	16,286	15,174	13,371	14,656	...
MEDIAN	17,910	17,807	15,255	16,922	15,859	15,606	15,469	18,176	17,082	15,978	16,799	...
THIRD QUARTILE	21,543	20,928	17,749	19,289	18,229	18,058	17,215	19,811	19,513	19,146	19,442	...
HIGHEST INTERVAL	35,000+	35,000+	35,000+	35,000+	35,000+	35,000+	31,000	34,500	35,000+	35,000+	35,000+	...

TABLE 7.--ASSOCIATE PROFESSORS, BY TYPE OF INSTITUTION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME ASSOCIATE PROFESSORS IN 1,083 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1969-70

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	2	...	...	...	...	...	...	...	...	2	...	...	...
24,000-25,999	6	...	...	1	...	...	...	...	...	7	.02	...	...
23,000-23,999	6	...	1	1	...	...	...	...	...	8	.04	...	...
22,000-22,999	114	13	1	8	...	37	...	...	...	136	.39	37	.28
21,000-21,999	48	22	2	8	1	18	...	...	...	81	.60	18	.42
20,000-20,999	108	26	37	19	1	36	...	...	...	191	1.10	36	.69
19,000-19,999	129	28	9	34	5	55	...	...	...	205	1.63	55	1.11
18,500-18,999	106	15	8	23	2	7	2	...	...	154	2.03	9	1.18
18,000-18,499	154	27	13	42	10	21	...	...	1	246	2.67	22	1.35
17,500-17,999	201	29	18	54	14	43	1	...	...	316	3.48	44	1.69
17,000-17,499	339	67	22	81	22	37	6	1	...	531	4.86	44	2.02
16,500-16,999	393	65	23	116	20	71	11	1	2	617	6.46	85	2.67
16,000-16,499	626	87	28	202	56	67	15	2	4	999	9.05	88	3.35
15,500-15,999	872	152	59	218	69	147	30	4	2	1,370	12.60	183	4.75
15,000-15,499	1,506	362	100	383	111	256	50	8	1	2,462	18.98	315	7.16
14,500-14,999	1,436	336	128	374	117	201	63	18	1	2,391	25.18	283	9.32
14,000-14,499	2,364	555	180	525	167	413	128	30	12	3,791	35.01	583	13.78
13,500-13,999	2,476	688	232	527	175	500	190	34	11	4,098	45.63	735	19.41
13,000-13,499	2,684	802	277	564	239	616	251	75	23	4,566	57.47	965	26.79
12,500-12,999	1,971	718	261	536	245	620	409	129	29	3,731	67.14	1,187	35.87
12,000-12,499	2,202	979	374	534	299	675	509	167	34	4,388	78.51	1,385	46.47
11,500-11,999	1,196	829	286	374	261	486	558	241	28	2,946	86.15	1,313	56.51
11,000-11,499	764	768	254	243	273	449	584	282	43	2,302	92.12	1,358	66.90
10,500-10,999	453	391	158	150	188	276	529	287	45	1,340	95.59	1,137	75.60
10,000-10,499	246	244	114	95	154	253	424	294	59	853	97.80	1,030	83.48
9,500- 9,999	89	122	79	51	70	159	263	267	29	411	98.87	718	88.98
9,000- 9,499	54	63	45	30	54	80	177	197	46	246	99.50	500	92.80
8,500- 8,999	22	29	14	18	22	37	94	156	42	105	99.78	329	95.32
8,000- 8,499	13	16	4	10	10	12	58	111	28	53	99.91	209	96.92
7,500- 7,999	6	...	7	3	1	3	71	72	36	17	99.96	182	98.31
7,000- 7,499	3	1	...	1	3	3	26	26	24	8	99.98	79	98.92
6,500- 6,999	3	...	...	...	...	2	30	22	17	3	99.99	71	99.46
6,000- 6,499	1	...	...	...	1	...	6	6	8	2	99.99	20	99.61
BELOW $6,000	...	...	1	...	1	1	24	2	23	2	100.00	50	100.00
TOTAL SALARIED INDIVIDUALS	20,593	7,434	2,735	5,225	2,591	5,581	4,509	2,432	548	38,578	100.00	13,070	100.00
CONTRIBUTED SERVICES	29	31	1	50	124	6	201	310	173	235	...	690	...
NUMBER OF INSTITUTIONS	82	78	55	40	68	153	219	242	146	323	...	760	...
RANGE PAID													
LOWEST INTERVAL	$6,250	$7,250	-$6,000	$7,250	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...	-$6,000	...
FIRST QUARTILE	12,524	11,635	11,514	12,310	11,263	11,624	10,446	9,530	8,512	12,155	...	10,535	...
MEDIAN	13,619	12,692	12,560	13,503	12,431	12,786	11,473	10,610	10,178	13,316	...	11,824	...
THIRD QUARTILE	14,813	13,946	13,882	14,845	13,849	14,017	12,535	11,712	11,696	14,515	...	13,122	...
HIGHEST INTERVAL	27,000	22,500	23,500	25,000	21,500	22,500	18,750	17,250	18,250	27,000	...	22,500	...

TABLE 8.--ASSOCIATE PROFESSORS, BY GEOGRAPHIC REGION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME ASSOCIATE PROFESSORS IN 1,083 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1969-70

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS TOTAL CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	2	...	2	...
26,000-27,999	...	...	...	2	...	...	...	...	6	1	7	.01
24,000-25,999	...	2	...	4	1	...	...	...	7	1	8	.03
23,000-23,999	1	3	1	1	2	...	...	...	165	8	173	.36
22,000-22,999	1	161	2	5	2	...	...	2	90	9	99	.56
21,000-21,999	3	73	2	12	3	2	...	4	207	20	227	.99
20,000-20,999	11	169	16	15	6	7	...	3	221	39	260	1.50
19,000-19,999	24	162	20	32	8	7	1	6	136	27	163	1.81
18,500-18,999	21	40	32	23	19	19	3	6	215	53	268	2.33
18,000-18,499	30	105	36	49	13	18	6	11	291	69	360	3.03
17,500-17,999	49	112	61	63	17	24	4	30	465	110	575	4.14
17,000-17,499	58	189	87	119	47	32	10	33	552	150	702	5.50
16,500-16,999	108	180	110	145	47	44	14	54	808	279	1,087	7.61
16,000-16,499	139	296	195	232	80	54	36	55	1,230	323	1,553	10.61
15,500-15,999	179	400	279	280	160	90	37	128	2,224	553	2,777	15.99
15,000-15,499	257	617	416	529	230	149	43	536	2,101	573	2,674	21.17
14,500-14,999	275	538	406	606	229	188	75	357	3,512	862	4,374	29.64
14,000-14,499	361	764	666	907	361	277	118	920	3,896	937	4,833	38.99
13,500-13,999	335	919	716	998	347	374	141	1,003	4,379	1,152	5,531	49.70
13,000-13,499	411	1,054	775	1,189	436	406	216	1,044	3,570	1,348	4,918	59.23
12,500-12,999	369	912	853	1,080	495	438	211	560	4,230	1,543	5,773	70.40
12,000-12,499	369	1,065	920	1,138	473	468	275	1,065	2,797	1,462	4,259	78.65
11,500-11,999	270	904	841	799	437	346	257	405	2,235	1,425	3,660	85.74
11,000-11,499	233	740	819	596	419	275	279	299	1,278	1,199	2,477	90.53
10,500-10,999	167	328	717	401	353	194	160	157	857	1,026	1,883	94.18
10,000-10,499	104	232	603	297	317	128	82	120	449	680	1,129	96.36
9,500- 9,999	44	113	423	164	194	90	38	63	242	504	746	97.81
9,000- 9,499	39	53	306	80	119	68	19	62	102	332	434	98.65
8,500- 8,999	12	26	184	50	63	46	14	39	45	217	262	99.16
8,000- 8,499	5	14	94	47	37	40	5	20	16	183	199	99.54
7,500- 7,999	1	10	74	23	28	39	4	20	7	80	87	99.71
7,000- 7,499	...	7	40	10	7	16	...	7	22	5	69	74	99.85
6,500- 6,999	10	9	14	7	11	1	...	1	1	21	22	99.89
6,000- 6,499	...	4	11	1	4	1	...	13	2	50	52	100.00
BELOW $6,000	4	2	8	3	7	15	...					
TOTAL SALARIED INDIVIDUALS	3,890	10,203	9,727	9,907	4,972	3,856	2,048	7,045	36,343	15,305	51,648	100.00
CONTRIBUTED SERVICES	85	303	32	289	78	35	33	70	67	858	925	...
NUMBER OF INSTITUTIONS	92	217	235	192	137	74	34	102	368	715	1,083	...
RANGE PAID												
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	$7,750	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE	12,113	12,051	10,971	11,999	11,123	11,574	11,341	12,250	12,124	10,777	11,722	...
MEDIAN	13,387	13,324	12,396	13,108	12,517	12,729	12,302	13,321	13,267	12,131	12,985	...
THIRD QUARTILE	14,834	14,961	13,928	14,302	13,974	13,929	13,444	14,209	14,448	13,600	14,274	...
HIGHEST INTERVAL	23,500	25,000	23,500	27,000	25,000	21,500	19,500	22,500	27,000	25,000	27,000	...

TABLE 9.--ASSISTANT PROFESSORS, BY TYPE OF INSTITUTION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME ASSISTANT PROFESSORS IN 1,080 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1969-70

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	...	...	...	...	...	...	...	...	...	...	...	...
23,000-23,999	2	...	...	...	1	...	1	...	...	3	...	1	...
22,000-22,999	1	...	...	...	...	...	...	...	...	1	...	...	...
21,000-21,999	3	...	...	...	...	...	...	...	...	3	.01	...	...
20,000-20,999	7	1	...	...	1	...	...	...	...	9	.03	...	...
19,000-19,999	6	...	1	3	...	...	...	...	...	10	.04	...	...
18,500-18,999	3	...	...	2	...	...	...	1	...	5	.05	1	...
18,000-18,499	84	15	...	3	1	41	1	...	...	103	.25	42	.20
17,500-17,999	14	...	...	4	...	25	1	...	...	18	.28	26	.32
17,000-17,499	62	35	8	5	1	6	...	...	...	111	.49	6	.35
16,500-16,999	64	2	...	8	...	44	...	...	...	74	.63	44	.55
16,000-16,499	76	43	5	18	3	29	2	...	1	145	.90	32	.70
15,500-15,999	116	8	1	19	4	49	1	1	...	148	1.18	51	.94
15,000-15,499	192	59	39	48	7	45	3	1	1	345	1.83	50	1.17
14,500-14,999	243	25	3	41	6	66	5	1	...	318	2.43	72	1.51
14,000-14,499	480	113	20	93	28	110	12	2	5	734	3.81	129	2.11
13,500-13,999	710	158	34	138	31	109	27	6	1	1,071	5.82	143	2.78
13,000-13,499	1,172	235	64	267	58	114	24	9	7	1,796	9.20	154	3.50
12,500-12,999	1,874	351	136	366	107	325	64	15	9	2,834	14.53	413	5.42
12,000-12,499	2,677	582	245	584	201	523	141	40	16	4,289	22.59	720	8.78
11,500-11,999	3,782	955	383	668	224	750	266	68	33	6,012	33.89	1,117	13.98
11,000-11,499	4,853	1,582	458	931	406	1,120	455	143	25	8,230	49.37	1,743	22.10
10,500-10,999	4,343	1,750	577	1,023	488	1,222	773	249	27	8,181	64.75	2,271	32.69
10,000-10,499	3,921	1,697	668	1,002	556	1,385	1,141	451	42	7,844	79.50	3,019	46.76
9,500- 9,999	1,808	1,272	473	586	495	1,108	1,270	547	57	4,634	88.21	2,982	60.66
9,000- 9,499	1,078	991	415	348	426	1,058	1,207	689	60	3,258	94.33	3,014	74.70
8,500- 8,999	471	462	213	171	242	601	940	677	98	1,559	97.27	2,316	85.50
8,000- 8,499	211	298	132	90	170	296	510	546	108	901	98.96	1,460	92.30
7,500- 7,999	69	78	39	27	69	121	222	374	105	282	99.49	822	96.13
7,000- 7,499	21	36	26	24	45	37	116	166	67	152	99.78	386	97.93
6,500- 6,999	19	15	26	8	9	13	107	66	71	77	99.92	257	99.13
6,000- 6,499	10	1	...	5	...	...	46	43	15	16	99.95	104	99.61
BELOW $6,000	12	5	4	1	2	3	28	9	42	24	100.00	82	100.00
TOTAL SALARIED INDIVIDUALS	28,384	10,769	3,970	6,483	3,581	9,200	7,363	4,104	790	53,187	100.00	21,457	100.00
CONTRIBUTED SERVICES	95	94	22	117	176	32	284	375	208	504	...	899	...
NUMBER OF INSTITUTIONS	82	78	57	40	68	154	219	243	139	325	...	755	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...	-$6,000	...
FIRST QUARTILE	10,433	9,817	9,645	10,180	9,420	9,577	8,932	8,337	7,512	10,153	...	8,986	...
MEDIAN	11,230	10,651	10,492	10,979	10,299	10,492	9,699	9,124	8,440	10,980	...	9,884	...
THIRD QUARTILE	12,129	11,465	11,442	11,984	11,226	11,471	10,472	9,964	9,732	11,894	...	10,863	...
HIGHEST INTERVAL	23,500	20,500	19,500	19,500	23,500	18,250	23,500	18,750	16,250	23,500	...	23,500	...

TABLE 10.--ASSISTANT PROFESSORS, BY GEOGRAPHIC REGION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME ASSISTANT PROFESSORS IN 1,080 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1969-70

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS TOTAL CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	...	...	...	...	...	...	...	2	2	4	...
23,000-23,999	1	...	1	2	...	...	...	...	1	...	1	...
22,000-22,999	...	...	...	...	1	...	...	...	3	...	3	.01
21,000-21,999	...	...	...	2	1	...	...	...	8	1	9	.02
20,000-20,999	...	2	1	6	...	...	...	...	7	3	10	.03
19,000-19,999	1	2	1	3	3	...	...	...	3	3	6	.04
18,500-18,999	1	1	...	1	3	...	...	...	140	5	145	.23
18,000-18,499	1	133	5	4	2	...	...	...	39	5	44	.29
17,500-17,999	2	31	...	4	5	2	...	...	111	6	117	.45
17,000-17,499	1	95	3	8	6	3	...	1	110	8	118	.61
16,500-16,999	5	96	7	4	3	3	...	...	153	24	177	.84
16,000-16,499	7	118	14	21	8	6	1	2	174	25	199	1.11
15,500-15,999	15	95	25	29	23	5	1	6	335	60	395	1.64
15,000-15,499	40	202	53	42	32	12	3	11	337	53	390	2.16
14,500-14,999	29	142	82	76	25	19	3	14	723	140	863	3.32
14,000-14,499	72	276	189	168	76	36	8	38	1,011	203	1,214	4.95
13,500-13,999	110	277	260	272	104	108	16	67	1,585	365	1,950	7.56
13,000-13,499	222	372	409	445	216	123	54	109	2,686	561	3,247	11.91
12,500-12,999	342	626	554	669	338	246	77	395	4,027	982	5,009	18.62
12,000-12,499	442	1,035	955	1,175	423	324	163	492	5,870	1,259	7,129	28.17
11,500-11,999	542	1,113	1,048	1,603	561	452	182	1,628	8,013	1,960	9,973	41.53
11,000-11,499	854	1,561	1,419	2,072	739	616	309	2,403	7,892	2,560	10,452	55.53
10,500-10,999	829	1,780	1,616	2,192	861	721	389	2,064	7,671	3,192	10,863	70.09
10,000-10,499	809	1,844	1,864	2,244	969	757	501	1,875	4,661	2,955	7,616	80.29
9,500- 9,999	576	1,521	1,610	1,434	782	559	424	710	3,542	2,730	6,272	88.69
9,000- 9,499	526	1,131	1,583	1,070	769	402	361	430	1,747	2,128	3,875	93.88
8,500- 8,999	252	631	1,154	571	570	270	178	249	937	1,424	2,361	97.05
8,000- 8,499	121	260	833	380	366	141	93	167	307	797	1,104	98.52
7,500- 7,999	25	103	454	135	161	111	42	73	120	418	538	99.25
7,000- 7,499	15	22	247	55	54	74	26	45	73	261	334	99.69
6,500- 6,999	...	14	130	29	37	50	9	65	11	109	120	99.85
6,000- 6,499	21	1	32	18	12	11	1	24	24	82	106	100.00
BELOW $6,000	1	5	26	7	21	28	...	18				
TOTAL SALARIED INDIVIDUALS	5,862	13,489	14,575	14,741	7,171	5,079	2,841	10,886	52,323	22,321	74,644	100.00
CONTRIBUTED SERVICES	116	456	112	314	114	62	53	176	243	1,160	1,403	...
NUMBER OF INSTITUTIONS	91	215	233	193	138	74	34	102	371	709	1,080	...
RANGE PAID												
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	$6,250	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE	9,938	9,896	9,242	9,995	9,372	9,663	9,500	10,251	10,108	9,066	9,759	...
MEDIAN	10,853	10,841	10,327	10,826	10,420	10,595	10,286	10,933	10,948	10,040	10,698	...
THIRD QUARTILE	11,839	12,063	11,487	11,765	11,533	11,577	11,173	11,513	11,862	11,022	11,666	...
HIGHEST INTERVAL	23,500	20,500	23,500	23,500	22,500	17,750	16,250	17,250	23,500	23,500	23,500	...

TABLE 11.--INSTRUCTORS, BY TYPE OF INSTITUTION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME INSTRUCTORS IN 1,049 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1969-70

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	...	...	...	...	...	...	...	...	...	...	...	...
23,000-23,999	...	...	...	...	...	...	...	...	...	...	...	...	...
22,000-22,999	...	...	...	...	...	...	...	...	...	...	...	...	...
21,000-21,999	...	...	...	...	...	...	...	...	...	...	...	...	...
20,000-20,999	1	...	...	...	...	...	...	...	...	1	...	...	...
19,000-19,999	...	...	...	...	...	...	...	...	...	...	...	...	...
18,500-18,999	1	...	...	...	...	1	...	...	...	1	...	1	...
18,000-18,499	...	...	...	1	...	...	...	...	...	1	.01	...	...
17,500-17,999	2	...	...	...	...	...	...	...	...	2	.02	...	...
17,000-17,499	1	...	...	...	...	...	...	...	...	1	.02	...	...
16,500-16,999	3	...	...	1	...	...	...	...	...	4	.04	...	...
16,000-16,499	4	...	...	...	...	...	...	...	...	4	.06	...	...
15,500-15,999	4	...	...	...	...	1	...	...	...	4	.07	1	.01
15,000-15,499	9	...	...	...	...	...	1	4	...	9	.11	5	.05
14,500-14,999	17	3	2	1	...	5	1	...	...	23	.21	6	.10
14,000-14,499	20	1	...	1	...	4	...	2	...	22	.30	6	.15
13,500-13,999	21	7	...	3	...	5	...	4	...	31	.44	9	.22
13,000-13,499	47	...	2	3	1	5	2	3	...	53	.66	10	.31
12,500-12,999	59	4	3	6	1	11	2	1	...	73	.98	14	.42
12,000-12,499	104	15	4	26	10	26	5	3	...	159	1.66	34	.70
11,500-11,999	175	19	5	18	5	40	11	2	...	222	2.61	53	1.13
11,000-11,499	315	57	12	44	36	143	19	12	1	464	4.60	175	2.57
10,500-10,999	402	126	22	67	37	129	37	24	12	654	7.40	202	4.22
10,000-10,499	729	224	72	132	84	253	79	27	8	1,241	12.71	367	7.23
9,500- 9,999	1,001	488	150	226	144	363	189	56	21	2,009	21.32	629	12.38
9,000- 9,499	1,420	635	239	300	203	594	410	147	27	2,797	33.30	1,178	22.02
8,500- 8,999	1,692	885	362	369	252	823	687	322	38	3,560	48.54	1,870	37.34
8,000- 8,499	1,798	1,172	421	420	368	992	881	472	54	4,179	66.44	2,399	56.99
7,500- 7,999	1,510	940	345	395	275	761	837	637	107	3,465	81.28	2,342	76.16
7,000- 7,499	1,243	732	214	182	196	437	526	460	110	2,567	92.28	1,533	88.72
6,500- 6,999	506	189	64	80	99	92	221	296	105	938	96.29	714	94.57
6,000- 6,499	259	107	16	40	51	45	111	149	77	473	98.32	382	97.69
BELOW $6,000	272	49	23	19	28	10	94	105	72	391	100.00	281	100.00
TOTAL SALARIED INDIVIDUALS	11,615	5,653	1,956	2,334	1,790	4,740	4,113	2,726	632	23,348	100.00	12,211	100.00
CONTRIBUTED SERVICES	47	15	9	24	47	14	165	320	236	142	...	735	...
NUMBER OF INSTITUTIONS	82	78	52	40	66	154	217	242	118	318	...	731	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...	-$6,000	...
FIRST QUARTILE	7,707	7,679	7,749	7,832	7,634	7,895	7,546	7,143	6,543	7,712	...	7,530	...
MEDIAN	8,565	8,345	8,375	8,542	8,334	8,520	8,152	7,777	7,282	8,459	...	8,178	...
THIRD QUARTILE	9,506	9,131	9,046	9,409	9,181	9,332	8,802	8,421	8,028	9,346	...	8,903	...
HIGHEST INTERVAL	20,500	14,750	14,750	18,250	13,250	18,750	15,250	15,250	11,250	20,500	...	18,750	...

TABLE 12.--INSTRUCTORS, BY GEOGRAPHIC REGION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME INSTRUCTORS IN 1,049 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1969-70

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS TOTAL CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	...	...	...	...	...	...	...	...	...	...	...
23,000-23,999	...	...	...	...	...	...	...	...	...	...	...	...
22,000-22,999	...	...	...	...	...	...	...	...	...	...	...	...
21,000-21,999	...	...	...	...	...	...	...	...	1	...	1	...
20,000-20,999	...	...	1	...	...	...	...	...	...	...	...	...
19,000-19,999	...	...	...	...	...	...	...	...	2	...	2	...
18,500-18,999	...	1	...	...	1	...	...	...	...	1	1	.01
18,000-18,499	...	1	...	...	...	...	...	...	2	...	2	.01
17,500-17,999	...	...	1	...	...	1	...	...	1	...	1	.02
17,000-17,499	...	...	...	...	1	...	...	...	3	1	4	.03
16,500-16,999	...	1	...	...	...	3	...	...	4	...	4	.04
16,000-16,499	...	...	...	2	...	2	...	...	5	...	5	.05
15,500-15,999	...	1	...	2	1	1	...	...	9	5	14	.09
15,000-15,499	4	...	1	6	3	...	...	...	27	2	29	.17
14,500-14,999	1	20	...	5	...	2	...	1	25	3	28	.25
14,000-14,499	2	14	...	8	3	...	...	1	33	7	40	.36
13,500-13,999	5	18	1	7	5	4	...	...	54	9	63	.54
13,000-13,499	6	20	4	19	9	2	1	2	77	10	87	.79
12,500-12,999	5	13	8	24	21	12	1	3	149	44	193	1.33
12,000-12,499	15	66	14	52	28	6	4	8	239	36	275	2.10
11,500-11,999	29	79	34	69	47	9	3	5	527	112	639	3.90
11,000-11,499	123	192	57	136	79	27	8	17	679	177	856	6.31
10,500-10,999	162	106	108	247	135	43	16	39	1,278	330	1,608	10.83
10,000-10,499	178	318	194	442	222	88	29	137	2,002	636	2,638	18.25
9,500- 9,999	336	491	344	724	303	217	76	147	2,888	1,087	3,975	29.43
9,000- 9,499	357	734	575	1,204	431	336	117	221	3,762	1,668	5,430	44.70
8,500- 8,999	365	1,088	932	1,391	743	448	162	301	4,383	2,195	6,578	63.19
8,000- 8,499	405	1,354	1,527	1,492	725	544	232	299	3,556	2,251	5,807	79.53
7,500- 7,999	322	1,122	1,521	1,175	761	429	233	244	2,626	1,474	4,100	91.06
7,000- 7,499	168	569	1,248	949	496	282	196	192	851	801	1,652	95.70
6,500- 6,999	56	208	593	261	237	151	69	77	427	428	855	98.11
6,000- 6,499	40	72	317	128	123	95	38	42	354	318	672	100.00
BELOW $6,000	72	44	156	53	200	76	21	50				
TOTAL SALARIED INDIVIDUALS	2,651	6,532	7,636	8,396	4,574	2,778	1,206	1,786	23,964	11,595	35,559	100.00
CONTRIBUTED SERVICES	105	277	52	207	78	54	7	97	85	792	877	...
NUMBER OF INSTITUTIONS	93	208	230	182	133	74	33	96	366	683	1,049	...
RANGE PAID												
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE	8,006	7,830	7,338	7,801	7,557	7,605	7,443	7,675	7,744	7,459	7,639	...
MEDIAN	8,860	8,462	7,994	8,550	8,324	8,327	8,099	8,482	8,475	8,120	8,357	...
THIRD QUARTILE	9,802	9,301	8,696	9,352	9,169	9,087	8,856	9,304	9,349	8,868	9,198	...
HIGHEST INTERVAL	15,250	18,750	20,500	16,250	18,750	17,750	13,250	14,750	20,500	18,250	20,500	...

TABLE 13.--LECTURERS, BY TYPE OF INSTITUTION AND GEOGRAPHIC REGION: SALARIES PAID TO 3,531 FULL-TIME LECTURERS IN 283 COLLEGES AND UNIVERSITIES GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, 1969-70

Item	Lowest interval	First quartile	Median	Third quartile	Highest interval	Number of institutions	Number of salaried full-time faculty
1	2	3	4	5	6	7	8
TOTAL	$-6,000	$ 8,129	$10,007	$11,708	$25,000	283	3,531
Type of institution							
Public universities (by enrollment)							
10,000 or more	-6,000	8,995	10,125	11,631	23,000	38	1,625
5,000-9,999	-6,000	8,267	9,940	11,760	19,500	23	427
Under 5,000	-6,000	7,850	10,375	12,083	19,500	14	106
Nonpublic universities (by enrollment)							
5,000 or more	-6,000	8,635	10,280	12,013	20,500	15	401
Under 5,000	-6,000	5,940	8,827	10,708	18,250	47	169
Public colleges	-6,000	10,163	11,689	11,928	25,000	26	385
Nonpublic colleges (by enrollment)							
1,000 or more	-6,000	6,838	8,682	10,219	15,250	57	218
500-999	-6,000	5,734	5,967	6,673	12,250	42	142
Under 500	-6,000	5,707	5,914	6,950	12,250	21	58
Geographic region							
New England	-6,000	8,047	9,882	11,456	19,500	32	239
Mideast	-6,000	8,684	10,742	11,903	25,000	61	1,487
Southeast	-6,000	7,014	9,484	11,989	21,000	51	245
Great Lakes	-6,000	7,977	9,523	10,660	18,250	58	842
Plains	-6,000	6,743	7,838	9,946	14,750	29	147
Southwest	-6,000	7,729	9,375	10,703	17,750	15	119
Rocky Mountain	6,250	8,125	9,083	10,708	13,750	11	35
Far West	-6,000	8,914	10,431	12,280	23,000	26	417
Groups of institutions							
All universities	-6,000	8,569	10,079	11,676	23,000	137	2,728
All colleges	-6,000	6,508	9,220	11,737	25,000	146	803
All public	-6,000	8,835	10,303	11,815	25,000	101	2,543
All nonpublic	-6,000	6,531	8,892	10,880	20,500	182	988

TABLE 14.--INSTRUCTORS AND LECTURERS COMBINED, BY TYPE OF INSTITUTION AND GEOGRAPHIC REGION: SALARIES PAID TO 39,090 FULL-TIME FACULTY HAVING RANK OF INSTRUCTOR OR LECTURER IN 1,126 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, 1969-70

Item	Lowest interval	First quartile	Median	Third quartile	Highest interval	Number of institutions	Number of salaried full-time faculty
1	2	3	4	5	6	7	8
TOTAL	$-6,000	$7,656	$8,416	$9,354	$25,000	1,126	39,090
Type of institution							
Public universities (by enrollment)							
10,000 or more	-6,000	7,774	8,699	9,766	23,000	82	13,240
5,000-9,999	-6,000	7,704	8,384	9,247	19,500	78	6,080
Under 5,000	-6,000	7,751	8,402	9,144	19,500	52	2,062
Nonpublic universities (by enrollment)							
5,000 or more	-6,000	7,883	8,677	9,703	20,500	40	2,735
Under 5,000	-6,000	7,601	8,350	9,258	18,250	68	1,959
Public colleges	-6,000	7,913	8,591	9,504	25,000	155	5,125
Nonpublic colleges (by enrollment)							
1,000 or more	-6,000	7,532	8,162	8,837	15,250	221	4,331
500-999	-6,000	7,056	7,740	8,401	15,250	250	2,868
Under 500	-6,000	6,404	7,208	7,975	12,250	180	690
Geographic region							
New England	-6,000	8,007	8,910	9,891	19,500	100	2,890
Mideast	-6,000	7,886	8,626	9,752	25,000	229	8,019
Southeast	-6,000	7,335	8,008	8,740	21,000	238	7,881
Great Lakes	-6,000	7,809	8,602	9,446	18,250	199	9,238
Plains	-6,000	7,541	8,316	9,181	18,750	143	4,721
Southwest	-6,000	7,607	8,346	9,141	17,750	76	2,897
Rocky Mountain	-6,000	7,458	8,118	8,887	13,750	34	1,241
Far West	-6,000	7,765	8,668	9,746	23,000	107	2,203
Groups of institutions							
All universities	-6,000	7,753	8,549	9,522	23,000	320	26,076
All colleges	-6,000	7,509	8,191	8,961	25,000	806	13,014
All public	-6,000	7,783	8,563	9,523	25,000	367	26,507
All nonpublic	-6,000	7,431	8,139	8,941	20,500	759	12,583

TABLE 15.--INSTITUTIONS BY MEDIAN SALARIES (PROFESSORS) DISTRIBUTION OF 4-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME PROFESSORS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, AND BY ENROLLMENT, 1969-70

MEDIAN SALARY PAID	NUMBER OF INSTITUTIONS WHOSE MEDIAN SALARY FALLS IN EACH SALARY INTERVAL: PUBLIC UNIVERSITIES, BY ENROLLMENT			NONPUBLIC UNIVERSITIES, BY ENROLLMENT		PUBLIC COLLEGES	NONPUBLIC COLLEGES, BY ENROLLMENT			TOTAL
	10,000 AND OVER	5,000- 9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500- 999	UNDER 500	
1	2	3	4	5	6	7	8	9	10	11
$27,000-27,999	1	1	...	...	...	...	...	...	...	2
26,000-26,999	...	...	1	...	...	1	...	...	...	2
25,000-25,999	1	...	...	...	...	...	...	...	...	1
24,000-24,999	...	1	...	1	...	1	...	...	...	3
23,000-23,999	...	...	...	...	...	2	...	...	...	2
22,000-22,999	...	...	...	1	2	...	1	...	...	4
21,000-21,999	1	1	1	1	1	1	1	...	...	7
20,000-20,999	4	1	1	5	2	...	...	...	1	14
19,000-19,999	5	2	4	2	1	3	...	...	...	17
18,000-18,999	16	5	3	7	3	10	3	...	1	48
17,000-17,999	20	5	2	9	5	8	11	6	1	67
16,500-16,999	12	6	2	2	4	7	6	4	2	45
16,000-16,499	12	9	3	2	8	7	16	3	2	62
15,500-15,999	3	5	4	4	2	13	14	5	2	52
15,000-15,499	4	8	6	2	7	15	18	8	...	68
14,500-14,999	2	7	5	2	5	13	11	5	2	52
14,000-14,499	1	13	9	...	4	18	20	17	7	89
13,500-13,999	...	7	5	...	9	13	23	14	5	76
13,000-13,499	...	3	4	2	5	13	20	8	8	63
12,500-12,999	...	3	...	...	4	8	21	25	2	63
12,000-12,499	...	...	3	...	...	5	11	21	4	44
11,500-11,999	...	1	...	...	1	4	8	11	3	28
11,000-11,499	...	...	...	...	1	1	7	15	3	27
10,500-10,999	...	...	...	...	2	2	1	10	2	17
10,000-10,499	...	...	...	...	...	...	8	12	4	24
9,500- 9,999	...	...	1	...	...	...	...	8	3	12
9,000- 9,499	...	...	...	...	...	...	4	5	2	11
8,500- 8,999	...	...	...	...	...	...	1	...	8	9
8,000- 8,499	...	...	...	...	...	...	...	...	1	1
7,500- 7,999	...	...	...	...	...	...	2	...	1	3
7,000- 7,499	...	...	...	...	...	...	1	1	...	2
6,500- 6,999	...	...	...	...	...	...	...	1	...	1
6,000- 6,499	...	...	...	...	...	...	...	...	1	1
BELOW $6,000	...	...	...	...	...	...	...	1	2	3
NUMBER OF INSTITUTIONS REPORTING AT LEAST 5 PROFESSORS	82	78	54	40	66	145	208	180	67	920

TABLE 16.--INSTITUTIONS BY MEDIAN SALARIES (ASSOCIATE PROFESSORS) DISTRIBUTION OF 4-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME ASSOCIATE PROFESSORS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, AND BY ENROLLMENT, 1969-70

MEDIAN SALARY PAID	NUMBER OF INSTITUTIONS WHOSE MEDIAN SALARY FALLS IN EACH SALARY INTERVAL: PUBLIC UNIVERSITIES, BY ENROLLMENT			NONPUBLIC UNIVERSITIES, BY ENROLLMENT		PUBLIC COLLEGES	NONPUBLIC COLLEGES, BY ENROLLMENT			TOTAL
	10,000 AND OVER	5,000- 9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500- 999	UNDER 500	
1	2	3	4	5	6	7	8	9	10	11
$21,000-21,999	...	1	...	...	...	...	...	...	...	1
20,000-20,999	2	...	1	...	...	...	...	...	...	3
19,000-19,999	...	...	...	...	...	2	...	...	...	2
18,000-18,999	...	1	1	...	...	2	...	...	...	4
17,000-17,999	...	...	...	...	...	1	...	...	...	1
...										
16,000-16,499	...	...	...	...	...	2	...	...	...	2
15,500-15,999	1	...	2	...	...	1	...	...	...	4
15,000-15,499	2	1	1	1	2	1	...	1	...	9
14,500-14,999	2	...	4	3	5	1	2	...	...	17
14,000-14,499	9	7	1	4	3	7	...	...	...	31
13,500-13,999	21	9	2	9	1	16	1	1	1	61
13,000-13,499	28	8	3	11	5	16	13	3	2	89
12,500-12,999	16	10	11	6	9	21	22	7	1	103
12,000-12,499	1	23	11	4	14	19	27	17	3	119
11,500-11,999	...	9	6	...	5	15	30	20	2	87
11,000-11,499	...	5	4	1	9	13	39	27	1	99
10,500-10,999	...	4	6	1	5	10	31	27	6	90
10,000-10,499	...	...	...	...	2	18	14	38	10	82
9,500- 9,999	...	...	1	...	3	1	17	30	1	53
9,000- 9,499	...	...	1	...	3	1	7	12	3	27
8,500- 8,999	...	...	...	...	...	1	5	12	4	22
8,000- 8,499	...	...	...	...	...	...	3	7	1	11
7,500- 7,999	...	...	...	...	...	...	1	5	4	10
7,000- 7,499	...	...	...	...	...	...	1	1	4	6
6,500- 6,999	...	...	...	...	...	...	1	1	1	3
6,000- 6,499	...	...	...	...	...	...	1	...	...	1
BELOW $6,000	...	...	...	...	...	...	...	...	1	1
NUMBER OF INSTITUTIONS REPORTING AT LEAST 5 ASSOCIATE PROFESSORS	82	78	55	40	66	148	215	209	45	938

TABLE 17.--INSTITUTIONS BY MEDIAN SALARIES (ASSISTANT PROFESSORS) DISTRIBUTION OF 4-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME ASSISTANT PROFESSORS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, AND BY ENROLLMENT, 1969-70

MEDIAN SALARY PAID	NUMBER OF INSTITUTIONS WHOSE MEDIAN SALARY FALLS IN EACH SALARY INTERVAL: PUBLIC UNIVERSITIES, BY ENROLLMENT			NONPUBLIC UNIVERSITIES, BY ENROLLMENT		PUBLIC COLLEGES	NONPUBLIC COLLEGES, BY ENROLLMENT			TOTAL
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	
1	2	3	4	5	6	7	8	9	10	11
$16,000-16,499	...	...	1	...	...	...	...	...	...	1
15,500-15,999	1	...	...	...	...	...	...	...	...	1
15,000-15,499	1	1	1	...	...	...	...	...	...	3
14,500-14,999	...	...	...	...	...	1	...	...	...	1
14,000-14,499	...	1	...	...	...	2	...	...	...	3
13,500-13,999	...	...	...	...	1	2	...	...	...	3
13,000-13,499	...	...	...	...	1	...	...	...	...	1
12,500-12,999	1	...	...	...	...	2	...	...	...	3
12,000-12,499	2	1	3	1	3	1	2	1	2	16
11,500-11,999	13	2	4	4	2	7	2	...	1	35
11,000-11,499	41	13	5	12	5	28	4	3	4	115
10,500-10,999	18	25	9	13	14	32	19	10	2	142
10,000-10,499	5	23	18	7	15	14	45	22	2	151
9,500- 9,999	...	8	5	1	10	25	51	41	7	148
9,000- 9,499	...	3	7	1	9	26	46	48	2	142
8,500- 8,999	...	1	1	1	3	10	26	51	13	106
8,000- 8,499	...	...	...	...	1	2	9	30	16	58
7,500- 7,999	...	...	...	...	4	1	7	22	5	39
7,000- 7,499	...	...	1	...	...	...	2	7	6	16
6,500- 6,999	...	...	...	...	...	...	4	4	6	14
6,000- 6,499	...	...	...	...	...	...	2	1	1	4
BELOW $6,000	...	...	...	...	...	...	...	...	2	2
NUMBER OF INSTITUTIONS REPORTING AT LEAST 5 ASSISTANT PROFESSORS	82	78	55	40	68	153	219	240	69	1,004

TABLE 18.--INSTITUTIONS BY MEDIAN SALARIES (INSTRUCTORS) DISTRIBUTION OF 4-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME INSTRUCTORS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, AND BY ENROLLMENT, 1969-70

MEDIAN SALARY PAID	NUMBER OF INSTITUTIONS WHOSE MEDIAN SALARY FALLS IN EACH SALARY INTERVAL: PUBLIC UNIVERSITIES, BY ENROLLMENT			NONPUBLIC UNIVERSITIES, BY ENROLLMENT		PUBLIC COLLEGES	NONPUBLIC COLLEGES, BY ENROLLMENT			TOTAL
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	
1	2	3	4	5	6	7	8	9	10	11
$12,500-12,999	...	...	...	...	...	1	...	...	...	1
12,000-12,499	...	...	...	...	...	1	...	...	...	1
11,500-11,999	1	...	...	...	...	1	...	...	...	2
11,000-11,499	1	...	...	...	1	3	...	...	...	5
10,500-10,999	...	1	1	...	...	...	...	...	1	3
10,000-10,499	3	...	1	...	1	5	...	1	...	11
9,500- 9,999	2	6	2	4	2	8	7	1	2	34
9,000- 9,499	18	3	2	8	12	22	17	6	1	89
8,500- 8,999	21	18	19	9	11	23	35	26	3	165
8,000- 8,499	21	25	16	12	17	48	65	48	8	260
7,500- 7,999	10	18	7	4	10	27	52	59	10	197
7,000- 7,499	4	2	2	2	3	3	19	44	12	91
6,500- 6,999	1	1	...	1	1	...	6	15	12	37
6,000- 6,499	...	1	...	...	3	1	5	5	8	23
BELOW $6,000	...	...	1	...	1	...	3	...	4	9
NUMBER OF INSTITUTIONS REPORTING AT LEAST 5 INSTRUCTORS	82	75	51	40	62	143	209	205	61	928

TABLE 19. -- SALARY INCREASES, 1967-68 TO 1968-69 - NUMBER OF INSTITUTIONS REPORTING VARIOUS PERCENTS OF INCREASE IN AVERAGE SALARIES PAID TO CONTINUING FULL-TIME TEACHERS IN 1968-69 OVER SALARIES PAID TO THEM IN 1967-68, 952 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE

PERCENT OF INCREASE	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
DECREASE	...	...	...	...	...	...	...	...	...	...	...
NO INCREASE	...	3	...	1	...	5	4	3	31	47	4.9
LESS THAN 1	...	...	...	...	...	...	...	...	...	...	...
1 BUT LESS THAN 2	...	1	2	...	...	1	1	1	...	6	.6
2 BUT LESS THAN 3	...	...	...	2	...	6	3	3	2	16	1.7
3 BUT LESS THAN 4	2	...	...	2	2	4	2	6	8	26	2.7
4 BUT LESS THAN 5	5	5	3	2	2	6	8	9	7	47	4.9
5 BUT LESS THAN 6	13	9	6	2	8	23	26	62	38	187	19.6
6 BUT LESS THAN 7	13	15	4	7	9	18	34	40	10	150	15.8
7 BUT LESS THAN 8	19	19	9	2	21	14	34	36	9	163	17.1
8 BUT LESS THAN 9	9	5	5	5	13	23	19	24	5	108	11.3
9 BUT LESS THAN 10	3	2	3	1	2	9	11	8	6	45	4.7
10 BUT LESS THAN 11	4	7	10	2	4	18	14	12	13	84	8.8
11 BUT LESS THAN 13	1	1	1	...	...	6	9	7	7	32	3.4
13 BUT LESS THAN 15	1	...	...	2	...	2	3	4	2	14	1.5
15 BUT LESS THAN 20	...	...	...	1	...	6	5	5	5	22	2.3
20 OR MORE	...	...	...	...	...	...	2	...	3	5	.5
INSTITUTIONS REPORTING	70	67	43	29	61	141	175	220	146	952	99.8*
NOT INDICATED	12	12	14	11	8	15	46	30	41	189	
MEDIAN PERCENT OF INCREASE REPORTED	7.1	7.0	7.7	6.8	7.5	7.5	7.3	6.6	5.7	7.0	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 20. -- SALARY INCREASES, 1968-69 TO 1969-70 - NUMBER OF INSTITUTIONS REPORTING VARIOUS PERCENTS OF INCREASE IN AVERAGE SALARIES PAID TO CONTINUING FULL-TIME TEACHERS IN 1969-70 OVER SALARIES PAID TO THEM IN 1968-69, 1,032 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE

PERCENT OF INCREASE	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
DECREASE	...	...	...	...	...	...	...	...	...	...	...
NO INCREASE	...	3	1	...	2	3	2	2	20	33	3.2
LESS THAN 1	...	...	...	...	...	...	...	...	1	1	.1
1 BUT LESS THAN 2	...	...	1	...	...	1	...	2	...	4	.4
2 BUT LESS THAN 3	...	...	...	...	...	1	1	...	2	4	.4
3 BUT LESS THAN 4	1	...	...	...	...	11	3	5	5	25	2.4
4 BUT LESS THAN 5	...	1	4	3	3	5	9	6	6	37	3.6
5 BUT LESS THAN 6	17	17	5	1	6	26	25	49	29	175	17.0
6 BUT LESS THAN 7	18	14	8	8	11	13	31	42	11	156	15.1
7 BUT LESS THAN 8	18	23	9	9	22	17	46	40	14	198	19.2
8 BUT LESS THAN 9	10	7	8	5	8	22	31	31	12	134	13.0
9 BUT LESS THAN 10	5	...	4	2	3	7	20	14	9	64	6.2
10 BUT LESS THAN 11	3	8	7	2	4	21	12	17	19	93	9.0
11 BUT LESS THAN 13	1	...	1	2	2	15	12	13	8	54	5.2
13 BUT LESS THAN 15	1	2	2	1	1	4	4	3	2	20	1.9
15 BUT LESS THAN 20	2	...	1	...	1	1	2	6	4	17	1.6
20 OR MORE	...	...	...	...	2	2	3	3	7	17	1.6
INSTITUTIONS REPORTING	76	75	51	33	65	149	201	233	149	1,032	99.9*
NOT INDICATED	6	4	6	7	4	7	20	17	38	109	
MEDIAN PERCENT OF INCREASE REPORTED	7.1	7.1	7.7	7.5	7.5	7.9	7.6	7.3	7.0	7.4	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

III. SALARY-RELATED POLICIES IN COLLEGES AND UNIVERSITIES

INCREASING INTEREST in salary-related practices in higher education and the provisions for communicating policy about these practices has contributed to an enlargement of the scope of the information collected for this biennial survey of salaries in higher education. For the second time, in the present study institutions were asked to report the presence of selected salary practices and to indicate whether or not the policies relating to these practices are documented. Institutions having documented policies in the selected areas were asked to send these materials along with the completed questionnaire.

Policies and Provisions for Communicating Them

The policies of colleges and universities about selected salary-related practices are summarized in this section. Also, up-dating the information reported in previous studies, this section contains a review of the presence and application of salary schedules in higher education. Reports of the characteristics of the 1969-70 salary schedule documents with analysis of the levels of scheduled salaries in 4-year and in 2-year institutions will be issued within a few months. These supplementary reports will follow the format of the exploratory studies, issued in 1967, based on the salary schedules received in the 1965-66 biennial study (Faculty Salary Schedules in Public Community-Junior Colleges, 1965-66, Research Report 1967-R9; Faculty Salary Schedules in Colleges and Universities, 1965-66, Research Report 1967-R14).

The information in Table 21 provides a review of the presence and documentation of selected salary-related practices in higher education. The documents which were forwarded with the questionnaire will be used for further studies. The summaries in columns 7 and 9 of Table 21 show the percentages of institutions and of faculty involved in the institutions which reported each questionnaire response unless noted. Unless noted, the 1969-70 data are not widely different from the data reported for 1967-68.

Qualifications required for appointment or promotion--Almost two-thirds of the institutions reported having a documented policy which prescribes the level of academic preparation required for appointment or promotion to a given rank. The number of faculty in these institutions represent more than half of all faculty in the institutions which responded to this section of the survey. At the other extreme about one-sixth of the responding institutions, which employ more than one-fifth of the faculty, reported that they do not prescribe the minimum level of academic preparation required for appointment or promotion to a given rank.

More than half of the institutions have a documented policy which prescribes the number of years of experience required for appointment or promotion to a given rank. These institutions employ about three-eighths of the faculty in all institutions responding to this questionnaire item. About one-third of the institutions, which employ about half of the faculty, do not prescribe the number of years of experience required for appointment or promotion to a given rank.

Documented policy specifying qualifications other than academic preparation and experience being required for appointment or promotion to a given rank was reported by more than 2 institutions in 5. These employ about two-fifths of the faculty in all institutions responding to this questionnaire item. At the other extreme, about one-third of the responding institutions reported that they do not require qualifications other than academic preparation and experience for appointment or promotion to a given rank. These institutions employ about three-eighths of the faculty.

Salary differentials within rank--Slightly more than one-fourth of the institutions, involving about one-fifth of all faculty, reported having a documented policy providing for salary differentials within ranks on the basis of the level of academic preparation. This documented practice is more prevalent in colleges than in universities (20.7 percent of universities and 32.0 percent of colleges). More than two-fifths of the institutions reported that they do not provide salary differentials within ranks on the basis of academic preparation; these institutions employ almost three-fifths of all faculty in the responding institutions.

Distribution among ranks--Documented policy placing limits on the proportion of faculty who may hold a given rank was reported by about 1 institution in 7. Policy which provides that decision regarding the assignment of a given rank requires consideration of the proportion of the faculty already having the given rank was

reported to be documented by 19.7 percent of the universities and 11.9 percent of the colleges. This documented policy is more widespread among public institutions (25.1 percent) than in the nonpublic (8.7 percent). More than two-thirds of all institutions reported that this policy is not practiced; these institutions involve about two-thirds of all faculty.

Requirements for increments--About 3 institutions in 8 reported having a documented policy which describes in objective terms (annual, service, etc.) the basis on which salary increments are awarded. This documented practice is reported by 44.7 percent of the public institutions and by 34.7 percent of the nonpublic institutions. Two institutions in five reported that they do not describe in objective terms the basis on which salary increments are awarded. These institutions employ slightly less than half of all faculty in the responding institutions (49.1 percent).

Salaries structured by an index--About 1 institution in 11 reported having a documented practice providing for faculty salaries to be interrelated by use of an index or ratio. These employ only 6.1 percent of the faculty in the responding institutions. About 5 institutions in 6, employing about nine-tenths of the faculty, reported that their salaries for faculty are not interrelated by use of an index or ratio.

Academic-year and extended-year salaries related by formula--More than one-third of the institutions reported having a documented policy providing a formula which related the salaries of faculty employed beyond the academic year (11 or 12 months, summer school) to the academic-year salaries. These institutions employ more than half of the faculty in the responding institutions. This policy is more widespread in the universities (55.5 percent) than in the colleges (28.8 percent). Also, the practice is reported by 61.7 percent of the public institutions and by only 23.8 percent of the nonpublic institutions. This policy is not practiced in about two-fifths of the institutions, which employ about one-fifth of the faculty in all reporting institutions.

Administrative and faculty salaries related by formula--Only 1 institution in 10 reported having a documented formula or ratio by which the salaries paid to administrative and supervisory staff are related to faculty salaries. As in the case of extended contracts, this policy is more widespread among universities (13.2 percent) than in colleges (7.8 percent); more frequent in public institutions (19.1 percent) than in nonpublic institutions (4.4 percent). More than three-fourths of the institutions, employing about three-fifths of the faculty, reported their institutions do not follow this practice.

Communication between governing board and faculty--Almost one-fourth (23.3 percent) of the institutions reported having a documented policy providing a formal procedure by which, on matters of faculty salary or welfare, the governing board of the institution or the administration agree to confer with faculty representatives. Only 1.5 percent of the institutions reported having a documented policy which provides that the representatives of the governing board or the administration agree to negotiate with faculty representatives on matters of faculty salary or welfare. More than half (54.1 percent) of the institutions, which employ more than half of all faculty (52.2 percent), reported they do not have a formal procedure providing for conference or negotiation between the faculty and the governing board or administration.

The reported presence of a documented provision for negotiation on matters of faculty salary or welfare by 1.5 percent of the institutions responding to this item represents a small increase from the 1.0 percent reporting this condition in the survey two years ago, 1967-68. Similarly, the percent of faculty in the institutions reporting this provision has increased to 1.3 percent from the 0.5 percent reported in 1967-68.

The combined number of institutions reporting a documented provision for formal procedure for either conferring or negotiating faculty salary and welfare includes 24.9 percent of the institutions responding to this item in the present study, slightly higher than the 22.3 percent reported in 1967-68. Among public institutions the presence of the documented formal procedure for either conferring or negotiating is reported by 32.2 percent in 1969-70 as compared with 22.3 percent in 1967-68. In nonpublic institutions the presence of this formal procedure is reported by 21.3 percent of the institutions in the present survey as compared with 22.2 percent in the 1967-68 survey.

Salary Schedules

Respondents were asked to indicate whether or not their institutions maintain an officially adopted salary schedule. The salary schedule was described as a statement that designates minimum and maximum salaries for each rank and that generally designates also the number and amounts of salary increments for faculty members of each rank. As was shown in the studies of the characteristics of salary schedules in higher education in 1967-68, many of the salary schedules do not include a statement of the provision for salary increments.

Table 22 shows the status of salary schedule policies in the 1,141 reporting institutions by type of institution. While about half of the institutions maintain a salary schedule, practices are not equally prevalent in the various

types of institutions. About one-third of the nonpublic universities reported that they maintain a salary schedule. Salary schedules are most prevalent in the small public universities and in the colleges, where more than half of the institutions reported that they presently have them. The use of a schedule is reported by 41.3 percent of the universities and by 53.1 percent of colleges; by 49.5 percent of the public institutions and by 49.8 percent of the nonpublic institutions.

Institutions not having a salary schedule but contemplating an inauguration of one constitute 10.2 percent of the responding institutions. Movement in the direction of establishing salary schedules is most marked among the colleges. These institutions constitute about 89.7 percent of all institutions planning to inaugurate a salary schedule.

The extent to which salary schedules are reported among institutions granting the 4-year or higher degree has decreased. Increased emphasis upon a comprehensive definition in the survey instrument probably has contributed to some of this reduction, making it difficult to estimate the strength of a possible trend.

Session	Percent of institutions having or planning to have salary schedules
1961-62	71.5%
1963-64	70.6
1965-66	68.3
1967-68	62.3
1969-70	59.9

Shown in Table 23 are the numbers of institutions identifying each of several agencies, groups, or individuals responsible for establishing the provisions of the salary schedule. The responsibility is most frequently reported as being exercised by the institution board, with more than one-third of the responses which represent more than 3 institutions in 5 indicating this group. The president of the institution is next most frequently listed and is reported by more than one-third of the institutions. A faculty-administrative committee is reported by about one-fifth of the institutions. The administrative staff of the institution is fourth in frequency of being reported and is cited by about one-eighth of the institutions. Each of various other agencies, groups, or individuals are cited by less than one-tenth of the institutions which each involve less than one-tenth of the total number of responses.

The patterns of responses suggest that the source for the salary schedule for many public institutions is different from that in nonpublic institutions. The second most frequently listed source of the salary schedule of public institutions is either the state legislature, state board of higher education, or the president of the institution with each reported by between one-fifth and three-tenths of the institutions. In the nonpublic institutions the second most frequently reported source of the salary schedule is the president of the institution and is reported by between two-thirds and two-fifths of the institutions. Also, the nonpublic institutions to a greater extent than public institutions reported that a faculty/administration committee is responsible for the salary schedule (13.0 percent of public institutions and 25.9 percent of nonpublic institutions).

Table 24 shows that among the institutions presently having a salary schedule, only a few (6.9 percent) provide for a higher range of salaries to teachers in selected departments. About one-third of the 38 institutions reporting these special provisions are nonpublic universities and large public universities, the types of institutions in which use of salary schedules is least prevalent.

Continuing need to use this practice is suggested by the percents of institutions in the most recent salary surveys which reported that they do not provide these deviations.

Session	Percent of institutions where salary provisions apply to all departments
1961-62	92.9%
1963-64	93.6
1965-66	95.8
1967-68	91.8
1969-70	93.1

Information in Table 25 shows the extent and types of deviations made from the salary schedules to obtain teachers in fields of scarcity by type of institution. More than 3 institutions in 5 reported that they do not make either of the two types of deviations. Strict adherence to their salary schedule is reported more extensively among colleges (68.2 percent) than in universities (50.8 percent), and more extensively in nonpublic institutions (70.3 percent) than in public institutions (50.9 percent). Among the institutions making some deviations in their salary schedules, the most prevalent practice is to offer the candidate a higher beginning salary than the schedule normally would provide.

The increased adequacy of the supply of college and university faculty in 1969-70 may be reflected in the reduction this year in the proportion of institutions reporting that they deviate from their salary schedules to attract faculty personnel in fields of scarcity.

Session	Percent of institutions deviating from salary schedule because of scarcity of teachers
1961-62	39.0%
1963-64	41.4
1965-66	40.6
1967-68	40.4
1969-70	36.0

TABLE 21. -- SELECTED SALARY PRACTICES IN 1,141 COLLEGES AND UNIVERSITIES GRANTING THE 4-YEAR OR HIGHER DEGREE, 1969-70

SALARY POLICY AND PRACTICE	NUMBER OF INSTITUTIONS: UNIVERSITIES PUBLIC	UNIVERSITIES NONPUBLIC	COLLEGE PUBLIC	COLLEGE NONPUBLIC	TOTAL NUMBER	TOTAL PERCENT	FULL-TIME FACULTY NUMBER	FULL-TIME FACULTY PERCENT
1	2	3	4	5	6	7	8	9
1. A PRESCRIBED LEVEL OF ACADEMIC PREPARATION IS REQUIRED FOR APPOINTMENT OR PROMOTION TO A GIVEN RANK								
PRACTICED AND DOCUMENTED	129	53	121	433	736	65.8	123,041	55.4
PRACTICED, NOT DOCUMENTED	46	31	18	102	197	17.6	48,547	21.9
NOT PRACTICED	41	19	16	109	185	16.5	50,461	22.7
NOT INDICATED	2	6	1	14	23		4,572	
2. A PRESCRIBED NUMBER OF YEARS OF EXPERIENCE IS REQUIRED FOR APPOINTMENT OR PROMOTION TO A GIVEN RANK								
PRACTICED AND DOCUMENTED	93	42	94	373	602	53.8	83,853	37.8
PRACTICED, NOT DOCUMENTED	23	19	21	83	146	13.1	25,423	11.4
NOT PRACTICED	100	42	40	188	370	33.1	112,773	50.8
NOT INDICATED	2	6	1	14	23		4,572	
3. QUALIFICATIONS OTHER THAN ACADEMIC PREPARATION AND EXPERIENCE ARE REQUIRED FOR APPOINTMENT OR PROMOTION TO A GIVEN RANK								
PRACTICED AND DOCUMENTED	83	52	69	299	503	45.0	92,426	41.6
PRACTICED, NOT DOCUMENTED	50	21	35	125	231	20.7	45,514	20.5
NOT PRACTICED	83	30	51	220	384	34.3	84,109	37.9
NOT INDICATED	2	6	1	14	23		4,572	
4. SALARY DIFFERENTIALS ARE MAINTAINED WITHIN RANKS ON THE BASIS OF THE LEVEL OF ACADEMIC PREPARATION								
PRACTICED AND DOCUMENTED	56	10	47	209	322	28.8	44,003	19.8
PRACTICED, NOT DOCUMENTED	49	26	43	180	298	26.7	48,214	21.7
NOT PRACTICED	111	67	65	255	498	44.5	129,832	58.5
NOT INDICATED	2	6	1	14	23		4,572	
5. DECISION REGARDING THE ASSIGNMENT OF A GIVEN RANK REQUIRES CONSIDERATION OF THE PROPORTION OF THE FACULTY ALREADY HAVING THE GIVEN RANK								
PRACTICED AND DOCUMENTED	54	9	39	56	158	14.1	39,941	18.0
PRACTICED, NOT DOCUMENTED	35	24	29	111	199	17.8	32,727	14.7
NOT PRACTICED	127	70	87	477	761	68.1	149,381	67.3
NOT INDICATED	2	6	1	14	23		4,572	
6. THE BASIS ON WHICH SALARY INCREMENTS ARE AWARDED IS DESCRIBED IN OBJECTIVE TERMS (ANNUAL, SERVICE, ETC.)								
PRACTICED AND DOCUMENTED	88	19	78	240	425	38.0	79,485	35.8
PRACTICED, NOT DOCUMENTED	34	24	27	131	216	19.3	33,583	15.1
NOT PRACTICED	94	60	50	273	477	42.7	108,981	49.1
NOT INDICATED	2	6	1	14	23		4,572	
7. FACULTY SALARIES ARE INTERRELATED BY USE OF AN INDEX OR RATIO								
PRACTICED AND DOCUMENTED	14	1	26	62	103	9.2	13,600	6.1
PRACTICED, NOT DOCUMENTED	10	7	15	58	90	8.1	9,878	4.4
NOT PRACTICED	192	95	114	524	925	82.7	198,571	89.4
NOT INDICATED	2	6	1	14	23		4,572	
8. SALARIES OF FACULTY EMPLOYED BEYOND THE ACADEMIC YEAR (11 OR 12 MONTHS, SUMMER SCHOOL) ARE RELATED TO THE ACADEMIC-YEAR SALARIES BY A FORMULA								
PRACTICED AND DOCUMENTED	134	43	95	135	407	36.4	125,425	56.5
PRACTICED, NOT DOCUMENTED	48	25	31	142	246	22.0	46,280	20.8
NOT PRACTICED	34	35	29	367	465	41.6	50,344	22.7
NOT INDICATED	2	6	1	14	23		4,572	
9. SALARIES PAID TO ADMINISTRATIVE AND SUPERVISORY STAFF ARE RELATED TO FACULTY SALARIES BY A FORMULA OR RATIO								
PRACTICED AND DOCUMENTED	39	3	32	30	104	9.3	25,478	11.5
PRACTICED, NOT DOCUMENTED	21	10	16	93	140	12.5	18,348	8.3
NOT PRACTICED	156	90	107	521	874	78.2	178,223	80.3
NOT INDICATED	2	6	1	14	23		4,572	
10. ON MATTERS OF FACULTY SALARY OR WELFARE A FORMAL PROCEDURE IS MAINTAINED BY WHICH REPRESENTATIVES OF THE GOVERNING BOARD OF THE INSTITUTION OR THE ADMINISTRATION AGREE TO -								
(A) CONFER WITH FACULTY REPRESENTATIVES								
PRACTICED AND DOCUMENTED	56	25	52	124	257	23.3	61,984	28.2
PRACTICED, NOT DOCUMENTED	43	19	26	131	219	19.9	38,435	17.5
NOT PRACTICED	103	52	70	357	582	52.9	111,855	50.8
(B) NEGOTIATE WITH FACULTY REPRESENTATIVES								
PRACTICED AND DOCUMENTED	4	...	6	7	17	1.5	2,957	1.3
PRACTICED, NOT DOCUMENTED	...	3	1	9	13	1.2	1,704	.8
NOT PRACTICED	6	3	...	4	13	1.2	3,062	1.4
(C) NOT INDICATED	6	7	1	26	40		6,624	

TABLE 22. -- SALARY SCHEDULE POLICIES, 1,141 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1969-70

POLICY	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	TOTAL NUMBER	TOTAL PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
MAINTAINS SCHEDULE	35	32	30	12	26	88	115	137	92	567	49.7
NO SCHEDULE IN OPERATION	46	43	25	27	39	56	87	77	58	458	40.1
NO SCHEDULE IN OPERATION, BUT ONE CONTEMPLATED	1	4	2	1	4	12	19	36	37	116	10.2
NUMBER OF INSTITUTIONS REPORTING	82	79	57	40	69	156	221	250	187	1,141	100.0

TABLE 23. -- AGENCIES, GROUPS, OR INDIVIDUALS RESPONSIBLE FOR ESTABLISHING THE PROVISIONS OF THE SALARY SCHEDULE IN 559 INSTITUTIONS GRANTING THE FOUR-YEAR OR HIGHER DEGREE, 1969-70

AGENCY, GROUP OR INDIVIDUAL RESPONSIBLE	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	TOTAL NUMBER	TOTAL PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
STATE LEGISLATURE	5	10	10	...	1	23	...	...	...	49	5.0
STATE BOARD OF HIGHER EDUCATION	6	8	8	...	...	25	...	...	...	47	4.8
INSTITUTION BOARD	21	17	9	7	16	42	83	95	67	357	36.8
PRESIDENT OF INSTITUTION	7	10	10	4	9	21	51	61	23	196	20.2
FACULTY COMMITTEE	3	5	3	1	3	8	14	12	6	55	5.7
ADMINISTRATIVE STAFF OF INSTITUTION	1	5	3	2	4	11	20	29	16	91	9.4
FACULTY/ADMINISTRATION COMMITTEE	4	3	4	4	9	13	28	33	23	121	12.5
OTHER	12	8	4	...	...	25	1	3	2	55	5.7
TOTAL OF COLUMN	59	66	51	18	42	168	197	233	137	971	100.1*
NUMBER OF INSTITUTIONS REPORTING	35	31	30	11	26	88	114	136	88	559	
NOT REPORTING	47	48	27	29	43	68	107	114	99	582	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 24. -- EXTENT TO WHICH SALARY SCHEDULE PROVISIONS APPLY UNIFORMLY TO FULL-TIME TEACHERS IN ALL DEPARTMENTS IN 554 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER EDUCATION, 1969-70

ITEM	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	TOTAL NUMBER	TOTAL PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
SALARY PROVISIONS APPLY UNIFORMLY TO ALL DEPARTMENTS	30	31	27	10	21	83	103	128	83	516	93.1
HIGHER SALARIES ARE PROVIDED FOR CERTAIN DEPARTMENTS	5	...	3	1	5	4	10	6	4	38	6.9
NUMBER OF INSTITUTIONS REPORTING	35	31	30	11	26	87	113	134	87	554	100.0
NUMBER NOT INDICATING	...	1	...	1	...	1	2	3	5	13	
NUMBER WITH NO SALARY SCHEDULE .	47	47	27	28	43	68	106	113	95	574	
TOTAL NUMBER OF INSTITUTIONS ...	82	79	57	40	69	156	221	250	187	1,141	

TABLE 25. -- DEVIATIONS FROM SALARY SCHEDULE TO OBTAIN TEACHERS IN FIELDS OF SCARCITY, 525 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER EDUCATION, 1969-70

PRACTICE	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
CANDIDATE IS OFFERED A HIGHER RANK THAN SCHEDULE PROVIDES	4	3	2	...	1	11	6	17	3	47	9.0
CANDIDATE IS OFFERED A HIGHER BEGINNING SALARY THAN SCHEDULE PROVIDES	10	9	8	4	5	18	20	20	10	104	19.8
BOTH OF THE PRACTICES ABOVE FOLLOWED	5	5	3	2	1	6	5	4	7	38	7.2
NEITHER OF THE PRACTICES ABOVE FOLLOWED	14	13	14	5	18	46	77	89	60	336	64.0
NUMBER AND PERCENT OF INSTITUTIONS REPORTING	33	30	27	11	25	81	108	130	80	525	100.0

IV. SELECTED ADMINISTRATIVE PRACTICES, 4-YEAR INSTITUTIONS

REVIEWED BRIEFLY in this section are characteristics of institution practices related to staffing and staff assignment. These provide a general background for studying the salaries paid and salary practices in these institutions.

Academic Calendar

Shown in Table 26 are the numbers of institutions reporting each of three major types of academic-year calendars. The two-semester year is most widely reported with almost three-fourths of the institutions indicating they are using this arrangement. This calendar is used somewhat more widely in the nonpublic institutions (71.7 percent) than in the public institutions (66.7 percent). The use of a calendar other than those pre-listed is reported almost entirely among the nonpublic colleges.

Professorial Rank of Full-Time Teachers

Listed in Table 27 are the percents of faculty personnel in each type of institution who hold each level of faculty rank. About one-fourth of the teaching faculty have the rank of professor, slightly fewer have the rank of associate professor, about one-third have the rank of assistant professor, and about 1 in 6 has the rank of instructor or lecturer.

The distribution in Table 27 shows a difference in the pattern of the percentage distributions of ranks among the various types of institutions. Large public and nonpublic universities reported higher percents of the faculty to have the rank of professor with fewer persons being assigned the rank of instructor than is noted among the other types of institutions. Public colleges tend to have fewer persons in the rank of professor than is noted among the other types of institutions with a relatively greater proportion having the rank of assistant professor.

The small nonpublic colleges seem to have fewer persons in the associate professor and assistant professor ranks accompanied by a greater proportion having the rank of full professor, instructor, and lecturer than is noted among other institutions.

Part-Time Teachers Employed

The information given in this report has been limited to salaries paid to persons who were full-time employees of the university or college--persons whose chief (but not necessarily exclusive) assignment is classroom instruction. A later section in this report will deal with the employees to whom administrative titles have been assigned. Some administrative officers may carry a teaching assignment, but they are not classified as teachers. No person is counted in this report as both a teacher and an administrator.

A part-time teacher is considered to be a part-time employee of the university or college, not a full-time employee with a divided load (e.g., administration, research, or field service). A part-time teacher may teach only one class and at the same time hold a full-time or part-time position in another occupation.

The distributions of 4-year or higher degree-granting institutions by type and by the number of part-time teachers employed are listed in Table 28. All colleges and universities responding to this item reported employing one or more part-time teachers. Among the 1,005 institutions which employ part-time teachers, the total number of persons so employed is 60,176. In 30.5 percent of these institutions the number of part-time teachers is under 10.

The distributions show the relationship between enrollment size and the number of part-time teachers employed in the various types of institutions. The mean and median numbers of part-time teachers employed progress downward with interval of decreased institutional size.

Another view of the impact of part-time teachers may be provided by a comparison of the number of persons employed part time with the number of persons employed full time and with the number of students in each of the various types of institutions. The summary provided in Table 29 shows that the ratio of the number of part-time teachers to the number of full-time teachers is greatest in the large nonpublic universities and in the small nonpublic colleges. Also, the impact of part-time teachers upon students is very limited in the small public universities and the public colleges; here there are more than 100 students per part-time teacher. These two observations show the impact of part-time teachers upon students to be greatest in the large nonpublic universities, and in the small nonpublic colleges. However, this is accompanied by a comparatively low number of

students per full-time teacher in the small nonpublic colleges.

Limitations of conclusions about the impact of part-time teachers in the institutions as a whole within each of the classifications is suggested by the distributions of the number of part-time teachers employed by each type of institution (Table 28). The mean number of part-time teachers (derived through use of processes similar to that used to prepare the summary in Table 29) in each type of institution is larger than the median (more than three times as large as in large public universities) for the same classification of institutions. This condition indicates that the impact of part-time teachers is very much greater among a relatively few institutions of each type than among a large number of institutions having similar enrollment and control characteristics.

Teaching Assistants

The summary in Table 30 shows that 85.7 percent of the institutions which responded to the question about teaching assistants have one or more such persons. Response to this question is given by 80.1 percent of the universities and by 26.0 percent of the colleges. The 406 institutions reporting the presence of teaching assistants represent 35.6 percent of the 1,141 institutions responding to the survey.

The numbers of teaching assistants reported range from none to 2,379 with a median of 19. The presence of these positions is related to the size of the employing institution with the mean number in large public universities, 578, more than four times as large as the mean number employed in all institutions. The total number of teaching assistants (63,768) employed in the 406 institutions which reported having one or more is 28.1 percent of the total number of full-time faculty in all institutions (1,141) which responded to the survey questionnaire.

About 2 teaching assistants in 3 (67.1 percent) are employed in the large public universities. The number employed in the large public universities and in the large nonpublic universities combined amounts to more than four-fifths of all teaching assistants reported (80.3 percent).

TABLE 26. -- TYPE OF ACADEMIC-YEAR CALENDAR REPORTED BY 1,115 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1969-70

ACADEMIC-YEAR CALENDAR	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
THREE QUARTERS	22	19	16	4	8	41	26	24	24	184	16.5
TWO SEMESTERS	50	56	38	33	51	102	146	174	131	781	70.0
TWO TRIMESTERS	3	2	1	2	1	6	5	4	3	27	2.4
OTHER	5	2	1	...	6	5	40	43	21	123	11.0
INSTITUTIONS REPORTING		79	56	39	66	154	217	245	179	1,115	99.9*

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 27.--DISTRIBUTION OF FULL-TIME TEACHERS, IN INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, BY RANK, AND BY TYPE OF INSTITUTION, 1969-70

TYPE OF INSTITUTION	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR	LECTURER	TOTAL
1	2	3	4	5	6	7
PUBLIC UNIVERSITIES (BY ENROLLMENT)						
10,000 AND OVER	28.6	23.6	32.6	13.3	1.9	100.0
5,000 TO 9,999	20.9	24.2	35.2	18.3	1.5	100.1
LESS THAN 5,000	22.6	24.1	35.1	17.3	.9	100.0
NONPUBLIC UNIVERSITIES (BY ENROLLMENT)						
5,000 AND OVER	33.4	24.0	30.0	10.7	1.8	99.9
LESS THAN 5,000	25.0	24.0	33.2	16.2	1.6	100.0
PUBLIC COLLEGES	18.2	22.9	37.8	19.5	1.6	100.0
NONPUBLIC COLLEGES (BY ENROLLMENT)						
1,000 AND OVER	21.7	21.9	35.5	19.9	1.1	100.1
500 TO 999	20.7	20.8	34.0	23.1	1.2	99.8
LESS THAN 500	29.3	19.2	26.5	23.1	1.9	100.0
ALL 4-YEAR INSTITUTIONS	25.3	23.3	33.7	16.1	1.6	100.0

TABLE 28. -- PART-TIME TEACHERS - NUMBER OF INSTITUTIONS REPORTING VARIOUS NUMBERS OF PART-TIME TEACHERS EMPLOYED, 1,005 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, OCTOBER 1969

NUMBER OF PART-TIME TEACHERS	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
NONE	...	...	...	...	...	...	...	...	...	...	...
1- 9	1	5	14	...	4	58	36	95	94	307	30.5
10- 19	3	13	5	1	10	30	72	85	58	277	27.6
20- 29	1	9	8	...	11	16	44	30	15	134	13.3
30- 39	6	1	4	...	7	10	21	15	3	67	6.7
40- 49	3	11	3	2	2	3	8	2	1	35	3.5
50- 74	9	4	7	1	7	7	10	5	1	51	5.1
75- 99	4	6	3	4	6	1	7	...	...	31	3.1
100-149	6	7	1	3	6	1	4	...	...	28	2.8
150-199	3	6	...	4	3	...	1	...	...	17	1.7
200-299	6	2	...	2	1	...	...	...	...	11	1.1
300-499	8	5	1	4	3	2	...	...	...	23	2.3
500-999	11	2	...	2	...	1	...	...	...	16	1.6
1,000 OR MORE	4	...	...	4	...	...	...	...	...	8	.8
INSTITUTIONS REPORTING	65	71	46	27	60	129	203	232	172	1,005	100.1*
TOTAL NUMBER OF PART-TIME TEACHERS EMPLOYED	21,284	7,123	1,776	11,702	4,250	3,650	5,200	3,342	1,849	60,176	
RANGE IN NUMBERS -											
LOW	8	1	2	10	1	1	1	1	1	1	
HIGH	2,680	575	412	2,906	366	796	165	65	68	2,906	
MEAN**	327	100	39	433	71	28	26	14	11	60	
MEDIAN**	146	46	23	166	37	11	18	12	8	16	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.
**MEANS AND MEDIANS ARE BASED ON A COMPLETE DISTRIBUTION, NOT ON THE GROUPED DISTRIBUTION SHOWN.

TABLE 29. -- RELATIONSHIP BETWEEN THE NUMBER OF PART-TIME TEACHERS, NUMBER OF FULL-TIME TEACHERS, AND STUDENTS

TYPE OF INSTITUTION	PERCENT OF FULL-TIME TEACHERS REPRESENTED BY THE NUMBER OF PART-TIME TEACHERS	ESTIMATED NUMBER OF STUDENTS* PER FULL-TIME TEACHER	PART-TIME TEACHER
1	2	3	4
PUBLIC UNIVERSITIES (BY ENROLLMENT)			
10,000 AND OVER ..	24.4	19.0	77.9
5,000 TO 9,999 ...	22.8	19.5	85.3
LESS THAN 5,000 ..	15.0	16.6	110.5
NONPUBLIC UNIVERSITIES (BY ENROLLMENT)			
5,000 AND OVER ...	53.2	18.0	33.7
LESS THAN 5,000 ..	37.2	17.2	46.2
PUBLIC COLLEGES	14.9	18.4	123.2
NONPUBLIC COLLEGES (BY ENROLLMENT)			
1,000 AND OVER ...	24.1	16.4	68.0
500 TO 999	25.4	14.7	57.9
LESS THAN 500	48.7	12.8	26.3
ALL INSTITUTIONS ...	26.6	18.1	68.1

*TOTAL NUMBER OF STUDENTS ESTIMATED BY ADDING .333 TIMES THE NUMBER OF PART-TIME STUDENTS TO THE NUMBER OF FULL-TIME STUDENTS.

TABLE 30. -- TEACHING ASSISTANTS - NUMBER OF INSTITUTIONS REPORTING VARIOUS NUMBERS OF TEACHING ASSISTANTS, 474 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, OCTOBER 1969

NUMBER OF TEACHING ASSISTANTS	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
NONE	5	5	2	4	3	11	8	15	15	68	14.3
1- 9	...	2	4	...	6	20	29	26	27	114	24.1
10- 19	...	3	9	1	10	16	12	4	1	56	11.8
20- 29	1	3	5	...	9	6	7	3	...	34	7.2
30- 39	...	4	5	3	4	2	...	1	...	19	4.0
40- 49	1	5	4	...	1	1	1	...	...	13	2.7
50- 99	4	15	4	3	5	4	1	...	...	36	7.6
100-149	4	12	4	9	3	1	1	...	...	34	7.2
150-199	1	8	...	3	4	...	...	...	...	16	3.4
200-299	6	6	...	6	...	...	...	...	...	18	3.8
300 OR MORE	52	3	...	11	...	...	...	...	...	66	13.9
INSTITUTIONS REPORTING	74	66	37	40	45	61	59	49	43	474	100.0
TOTAL NUMBER OF TEACHING ASSISTANTS EMPLOYED	42,776	7,374	1,351	8,460	1,882	965	660	219	81	63,768	
RANGE IN NUMBERS -											
LOW	0	0	0	0	0	0	0	0	0	0	
HIGH	2,379	719	126	1,100	198	105	114	30	13	2,379	
MEAN**	578	112	37	212	42	16	11	4	2	135	
MEDIAN**	436	87	25	155	22	8	6	2	1	19	

**MEANS AND MEDIANS ARE BASED ON A COMPLETE DISTRIBUTION, NOT ON THE GROUPED DISTRIBUTION SHOWN.

V. SUMMER-SESSION PRACTICES, 4-YEAR INSTITUTIONS

TRADITIONALLY THE WORK YEAR of teachers has been considered to be nine months of teaching followed by three months of leisure. With the demand of obtaining improved preparation and the need for conducting research and writing, the summer months are times of financial hardship to many faculty members who are not available for employment. For the many faculty members who are available for it, summer employment is almost a necessity. This section reviews the characteristics of summer employment practices as reported by the colleges and universities.

The extent to which the 4-year or higher degree-granting institutions by type reported offering summer sessions is shown in Table 31. As a whole, 82.9 percent of the institutions reported having summer sessions. The practice is widespread in the publicly supported institutions of all types and in the nonpublic universities, and is least prevalent in the small nonpublic colleges.

Employment opportunities are not available in the home institution for faculty personnel employed in 20.4 percent of the medium-size nonpublic colleges and in 44.4 percent of the small nonpublic colleges. The offering of summer programs has decreased somewhat from the 87.2 percent of institutions reporting this practice in 1965-66, but has increased slightly above the 80.1 percent reported in 1967-68. The changes are attributable, in large part, to changes in the frequency these sessions are reported among medium and small nonpublic colleges.

Information in Table 32 shows the extent to which the institutions having summer sessions reported employment of their regular full-time teachers in these summer sessions. Wide differences in practice are immediately evident. The median percents of regular faculty employed in the summer sessions of medium and small public universities are greater than in other types of institutions. The median percent is about half of the faculty in other public institutions and in the large nonpublic universities, and is less than two-fifths of the faculty in the remaining nonpublic institutions. About one-third (33.4 percent) of the colleges and universities reporting the percent of regular faculty employed during their summer sessions reported employing less than 30 percent of their regular full-time faculty in these summer sessions. About 3.9 percent of these institutions reported employing 90 percent or more of the regular full-time faculty during their summer sessions.

Among all institutions, the median percent of regular full-time faculty members employed in their own institutions during the summer session, 39.9 percent, is about the same as the median of 40.0 percent reported for 1967-68 and 41.3 percent reported for 1965-66.

Table 33 contains the distributions of the institutions by length of summer-session employment reported. The most frequently reported length of summer session is six but less than seven weeks. More than one-third of the institutions (36.8 percent) reported this length of their summer sessions. About 10 percent of the summer sessions are of less than six weeks' duration and almost all of these are five-week sessions. About 1 institution in 5 (19.8 percent) having summer sessions reported the session to extend through eight weeks. About 1 institution in 4 (24.6 percent) has a summer session of 10 or more weeks, more than half of these being only 10 weeks.

The relationship of summer-session salaries to salaries paid during the academic year among the various types of institutions is reviewed in Table 34. Among all institutions about half (48.7 percent) reported that they pay the same rate during the summer as during the academic year to all or a majority of the summer-session teachers. An almost equal number of institutions (46.0 percent) reported they pay a lower rate for summer-session employment than during the regular session. About 5.4 percent of the institutions reported that they pay more for summer work than the rate of pay during the regular session.

The practice of paying the same rate for summer-session employment is more widely observed among the publicly controlled universities than in the other groups of institutions. The majority of universities and public colleges reported paying the same rate for summer employment as during the regular session. The majority of colleges pay a lower rate for the summer than for the academic year.

Information in Table 35 provides a comparison of summer session and academic year in time requirement and in salary. Column 13 shows

that in about one-sixth of the institutions the time requirement of teaching per week in summer session is the same as in the academic year, but the summer session monthly salary is lower than during the academic year. Also, more than 2 institutions in 5 (43.2 percent) report the hours spent in class per week in summer session is the same as in the academic year.

The most frequently reported practice, representing almost one-fourth of the institutions, is to have the same time requirement and the same salary for summer-session teaching as in the academic year. Among the 27.3 percent of institutions which reported a lower amount of teaching time required in summer session than in the academic year, between one-third and one-half (44.0 percent) reported the salary paid for summer teaching is the same as during the academic year. Among the 29.6 percent of institutions which reported that the teaching requirement of the summer session is higher than during the academic year, the most frequently reported practice (indicated by 55.2 percent of these institutions) is to pay a lower rate per month than the amount paid in the regular session.

The most frequently reported practice in public institutions is to require the same teaching time during the summer session as in the regular session and to pay the same rate as in the regular session; this is reported by 36.8 percent of the public universities and 29.0 percent of the public colleges. Among public universities the second most frequently reported combination is the requirement of a higher number of hours in class per week of the summer session accompanied by the same salary rate per month as during the regular session, reported by 17.9 percent of the public universities. Among the public colleges the second most frequently reported combinations show the salary rate for summer teaching to be lower than during the academic year accompanied by the same weekly hours in class during the summer session as during the academic year, and the same salary rate as during the academic year accompanied by a greater number of hours spent in class than during the academic year. However, three other combinations are almost as widely reported, two show a lower salary level than would be expected by the level of the teaching load and one shows a lower salary level accompanying a lower teaching load.

The most frequently reported practice among nonpublic universities is the requirement of higher numbers of hours in class per week of summer school accompanied by the same salary rate per month as during the regular academic year, reported by 23.8 percent of these institutions. This is followed closely in frequency by the combinations of requiring the same teaching time and paying the same salary rate as during the regular session, and requiring greater teaching time and paying a lower rate than during the regular session, each reported by one-fifth of these institutions.

The most frequent combinations in nonpublic colleges are the lower requirement of teaching time during the summer accompanied by a lower monthly salary rate, reported by 19.5 percent; and the same requirement of teaching time during the summer accompanied by a lower monthly salary rate, reported by 19.2 percent. Following closely in frequency of reporting are the combinations of having the same teaching time requirement in the summer session accompanied by the same salary rate in the summer session, reported by 18.1 percent; and the requirement of a higher number of hours teaching per week in summer session accompanied by a lower salary rate per month, reported by 17.0 percent.

TABLE 31. -- SUMMER SESSIONS - NUMBER OF INSTITUTIONS OFFERING SUMMER SESSIONS, 1,141 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1969-70

ITEM	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
PROGRAM OFFERED	80	79	50	36	58	149	191	199	104	946	82.9
NO PROGRAM OFFERED	2	...	7	4	11	7	30	51	83	195	17.1
INSTITUTIONS REPORTING	82	79	57	40	69	156	221	250	187	1,141	100.0

TABLE 32. -- SUMMER EMPLOYMENT - NUMBER OF INSTITUTIONS REPORTING VARIOUS PERCENTS OF FULL-TIME TEACHERS REGULARLY EMPLOYED DURING THE ACADEMIC YEAR WHO ALSO TAUGHT IN THE 1969 SUMMER SESSION IN 862 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1969-70

PERCENT EMPLOYED IN THE 1969 SUMMER SESSION	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
NONE	...	...	...	...	...	...	...	2	3	5	.6
LESS THAN 10	1	1	...	1	3	5	8	10	7	36	4.2
10-19	4	1	2	5	5	7	23	31	22	100	11.6
20-29	6	9	3	6	6	14	29	49	25	147	17.1
30-39	15	8	5	...	14	19	30	42	12	145	16.8
40-49	6	12	7	4	5	22	30	15	4	105	12.2
50-59	12	12	8	10	2	21	23	15	11	114	13.2
60-69	13	13	6	3	5	22	13	11	4	90	10.4
70-79	2	12	9	2	5	10	5	7	3	55	6.4
80-89	4	2	2	1	4	7	3	4	4	31	3.6
90-99	2	2	1	1	5	8	5	3	1	28	3.2
100	...	...	2	...	...	...	3	1	...	6	.7
INSTITUTIONS REPORTING	65	72	45	33	54	135	172	190	96	862	100.0
NOT INDICATED	15	7	5	3	4	14	19	9	8	84	
MEDIAN PERCENT	50.4	54.2	56.9	50.5	39.3	50.2	38.7	30.7	26.4	39.9	

TABLE 33. -- LENGTH OF SUMMER EMPLOYMENT - NUMBER OF INSTITUTIONS REPORTING LENGTH OF SUMMER EMPLOYMENT FOR FULL-TIME TEACHERS WHO ALSO TAUGHT IN THE 1969 SUMMER SESSION IN 932 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1969-70

NUMBER OF WEEKS EMPLOYED IN SUMMER SESSION	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
13 WEEKS OR MORE	2	...	2	...	...	1	5	2	1	13	1.4
12 BUT LESS THAN 13 WEEKS	7	10	4	2	2	6	7	9	5	52	5.6
11 BUT LESS THAN 12 WEEKS	5	5	1	2	1	7	8	4	1	34	3.6
10 BUT LESS THAN 11 WEEKS	11	9	9	2	7	24	25	33	10	130	13.9
9 BUT LESS THAN 10 WEEKS	3	7	5	1	3	18	7	10	2	56	6.0
8 BUT LESS THAN 9 WEEKS	27	21	11	7	9	31	38	28	13	185	19.8
7 BUT LESS THAN 8 WEEKS	...	1	...	2	1	1	7	9	...	21	2.3
6 BUT LESS THAN 7 WEEKS	19	21	15	19	27	48	68	76	50	343	36.8
5 BUT LESS THAN 6 WEEKS	4	5	1	1	7	12	19	16	9	74	7.9
4 BUT LESS THAN 5 WEEKS	...	...	1	...	1	...	3	1	8	14	1.5
3 BUT LESS THAN 4 WEEKS	...	...	...	...	...	...	...	5	2	7	.8
LESS THAN 3 WEEKS	...	...	...	...	...	...	...	1	2	3	.3
INSTITUTIONS REPORTING	78	79	49	36	58	148	187	194	103	932	99.9*
NOT INDICATED	2	...	1	...	...	1	4	5	1	14	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 34. -- SUMMER-SESSION SALARIES - NUMBER OF INSTITUTIONS REPORTING BASIS OF PAYMENT OF SALARIES FOR 1969 SUMMER SESSION AS COMPARED WITH ACADEMIC YEAR SALARIES, 903 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1969-70

BASIS OF PAYMENT	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
SAME RATE PAID DURING SUMMER AS DURING ACADEMIC YEAR TO											
ALL TEACHERS	42	35	29	13	14	69	53	51	39	345	38.2
MAJORITY OF TEACHERS	13	7	3	6	12	11	12	16	15	95	10.5
LOWER RATE PAID DURING SUMMER THAN DURING ACADEMIC YEAR TO											
ALL TEACHERS	11	23	10	9	16	51	90	90	32	332	36.8
MAJORITY OF TEACHERS	3	8	5	3	11	9	20	19	5	83	9.2
HIGHER RATE PAID DURING SUMMER THAN DURING ACADEMIC YEAR TO											
ALL TEACHERS	6	3	1	1	2	4	6	9	2	34	3.8
MAJORITY OF TEACHERS	2	...	1	1	...	2	2	5	1	14	1.6
INSTITUTIONS REPORTING	77	76	49	33	55	146	183	190	94	903	100.1*
NOT INDICATED	3	3	1	3	3	3	8	9	10	43	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 35. -- SUMMER TEACHING LOAD AND SALARY RATE - NUMBER OF INSTITUTIONS REPORTING EACH COMBINATION OF TEACHING LOAD AND SALARY RATE FOR 1969 SUMMER SESSION AS COMPARED WITH THE REGULAR ACADEMIC YEAR IN 843 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1969-70

HOURS SPENT IN CLASS PER WEEK OF SUMMER SESSION COMPARED WITH ACADEMIC YEAR	SALARY RATE PER MONTH OF SUMMER SESSION TEACHING COMPARED WITH ACADEMIC YEAR**	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
		10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
SAME	SAME	33	18	19	7	9	38	31	27	22	204	24.2
	LOWER	7	14	6	3	9	20	33	42	10	144	17.1
	HIGHER	2	3	1	1	1	2	1	4	1	16	1.9
LOWER	SAME	2	6	9	...	5	16	14	29	20	101	12.0
	LOWER	1	5	4	3	5	15	33	39	14	119	14.1
	HIGHER	1	...	1	...	...	...	3	4	1	10	1.2
HIGHER	SAME	14	16	4	9	10	17	15	7	8	100	11.9
	LOWER	4	10	5	6	10	20	40	24	11	130	15.4
	HIGHER	5	...	...	1	1	3	3	6	...	19	2.3
INSTITUTIONS REPORTING BOTH		69	72	49	30	50	131	173	182	87	843	100.1*
INSTITUTIONS REPORTING LOAD ONLY		...	1	...	3	3	1	3	5	5	21	
INSTITUTIONS REPORTING SALARY ONLY		8	4	...	3	5	15	10	8	7	60	
NOT INDICATED		3	2	1	...	...	2	5	4	5	22	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.
**ALL OR MAJORITY OF TEACHERS

VI. SALARIES PAID TO ADMINISTRATIVE OFFICERS, 4-YEAR INSTITUTIONS

THE QUESTIONNAIRE PROVIDED for the reporting of information about the annual salary, perquisites, and length of required annual service for 33 pre-listed positions widely used in colleges and universities with space for additional positions to be entered. Spaces for 20 deanship positions in universities also were pre-listed with additional lines for positions not already identified. Where feasible, during the processing, the entries in the open lines of the questionnaire were grouped into one of the approximately comparable pre-listed positions. Reference to the complete list of pre-listed positions as presented in the questionnaire (Appendix B) may be helpful in interpreting the position titles in the summary tables.

Information in this section should be interpreted in general terms. The range of duties and the level of responsibility assigned to a position title may vary widely among institutions having similar enrollment. For example, the responsibilites of the registrar may differ according to whether there is also a director of admissions. While the stratifications by institutional size and control reduce these discrepancies somewhat, differences in the administrative structure exist within each grouping of institutions.

The salaries of administrative officers are reviewed in Tables 36 through 47. The salary of most officers is entered in this group of tables twice: in Tables 36-A through 36-E where the distributions of all salaries reported are given by position, and in Tables 37 through 47, where the salary distributions are given by position within each type of institution. The salaries of teachers reviewed earlier in this report are based on nine months of service while the following salaries of administrators are the annual salaries. Typically the annual contract is for 12 months, including paid vacation. Figure II provides an overview of median salaries paid two years ago and during 1969-70 to 13 selected administrative officers, together with the percent of change over the two-year period.

Presidents

Presidents' salaries are listed in Table 36-A and in Table 37. The median salary of presidents is $25,979 and the salaries paid range from $55,000 and over to $6,000-$6,499. The number of presidents for whom salaries are reported represents 84.9 percent of the institutions responding in this survey. An annual salary of less than $17,000 is being paid to 10.6 percent of the presidents in the 969 institutions reporting these salaries. An annual salary approximately equal to or less than the median salary of professors for nine months' teaching ($16,799) is being paid to 10.3 percent of the college and university presidents. The median annual salary of presidents is about 1.5 times the median nine-month salary of professors. About 1 in 20 (5.0 percent) college and university presidents is being paid $42,000 or more; an annual salary of $37,500 or more is received by 10.6 percent of the college and university presidents.

The median annual salary of presidents in 1969-70 is 16.5 percent higher ($3,676) than in session 1967-68. The increase in the median salary between 1965-66 and 1967-68 represented a 13.6 percent increase over the median annual salary in session 1965-66.

The salaries of presidents are shown in Table 37 by type of institution. The median salaries range from $41,250 in the large nonpublic universities down to $16,584 in the small nonpublic colleges.

The ratio of the median annual salary of the president to the median nine-month salary of professors in the same type of institution ranges from 2.2 in the large nonpublic universities down to 1.4 in the small nonpublic colleges.

The following is a summary by type of institution, of the ratio between the median salaries of presidents and professors, and the percent of change in median salaries of presidents since 1967-68.

Type of institution	Ratio of median to professors' median	Percent increase in median since 1967-68
Public universities (by enrollment)		
10,000 and over	2.1	9.6%
5,000-9,999	2.0	20.3
Less than 5,000	1.8	17.9
Nonpublic universities (by enrollment)		
5,000 and over	2.2	16.7
Less than 5,000	2.0	6.4
Public colleges	1.6	18.1
Nonpublic colleges (by enrollment)		
1,000 and over	1.8	17.2
500 to 999	1.7	8.0
Less than 500	1.4	14.4
Total, all presidents ..	1.6	16.5%

Owing to the movement of institutions among the size classifications since the previous salary survey, the percents of increase of the median salaries in the various types of institutions are not comparable to percents of increase of individual institutions.

Each institution was asked to indicate the presence and the cost to the institution, or to the supporting agency, of selected noncash compensations to persons in selected administrative positions. Some benefits excluded from the summary are vacation, holidays, professional dues, travel, and tuition. Because the information was requested for the first time, it is likely that the data do not represent as complete coverage and as accurate reporting as might be expected in other sections of this report.

The following shows the presence of specific types of noncash compensation for the president and the percent of salary which is added by the benefit in the 945 institutions responding. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of institutions reporting	Average of the percents of annual salary
Social security	76.9%	1.5%
Retirement	77.0	8.5
Insurance	75.6	1.3
Housing	54.5	14.2
Other (automobile allowance, servants, club dues, etc.)	34.0	13.3
Total of items above	90.9%	23.1%

Business Vice-President or Business Manager

The administrative position second to the presidency in frequency that salaries are reported is business vice-president or business manager (chief business officer). Table 38 shows the distributions of salaries by type of institution among the 946 persons for whom this information is reported. The salaries range from $36,000 and over down to less than $5,000. The median annual salary is $17,615. About 1 in 10 (10.5 percent) is paid $27,500 or more, and about 1 in 20 (5.1 percent) is being paid $30,000 or more. At the other extreme, about 1 in 9 (11.0 percent) is being paid less than $11,500 and about 1 in 20 (4.7 percent) is being paid less than $9,500.

The institutional median salaries range from $28,500 in the large nonpublic universities down to $11,464 in the nonpublic colleges. These distributions show a considerable amount of overlapping in the level of salaries paid to persons in this position in the various types of institutions.

The following is a summary of the ratio of the median annual salary of the chief business officer to the median nine-month salary of professors, and the percent change in median salaries of chief business officers since 1967-68.

Type of institution	Ratio of median to professors' median	Percent change in median since 1967-68
Public universities (by enrollment)		
10,000 and over	1.6	19.3%
5,000-9,999	1.3	22.8
Less than 5,000	1.2	15.9
Nonpublic universities (by enrollment)		
5,000 and over	1.5	10.7
Less than 5,000	1.4	22.5
Public colleges	1.1	21.7
Nonpublic colleges (by enrollment)		
1,000 and over	1.2	15.3
500-9,999	1.2	15.1
Less than 500	1.0	17.0
All chief business officers	1.0	18.1%

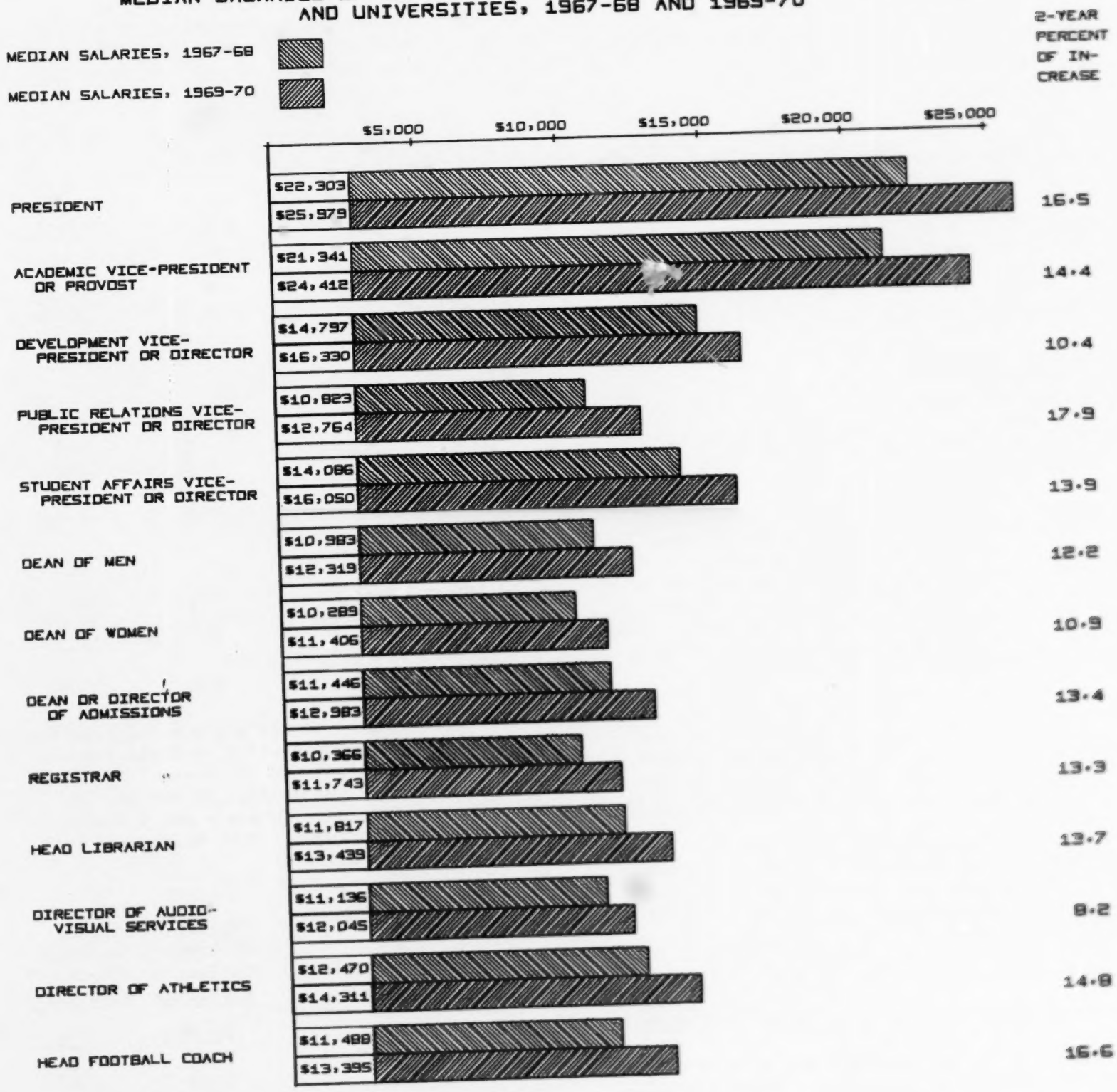
Other Administrative Positions

The salaries of 933 persons having the position of director of libraries or chief librarian are reported in Tables 36-C and 39-47. The median salary of $13,439 is an increase of 13.7 percent above the median salary in the study two years ago. An annual salary of less than $9,000 is being paid to 10.0 percent; less than $8,000 is being paid to 4.6 percent of persons having the position of head librarian. At the other end of the distribution, 5.0 percent of the head librarians are being paid $24,000 or more; an annual salary of $21,500 or more is being paid to 10.6 percent of persons having this position.

The median salaries of head librarians in the different types of institutions range from $22,500 in the large public universities down to $9,400 in the small nonpublic colleges. The increase in median salaries since the previous study and the ratio of the median annual salary of the chief librarian to the median nine-month salary of professors in each type of institution are as follows:

FIGURE II

MEDIAN SALARIES OF CERTAIN ADMINISTRATIVE OFFICERS IN COLLEGES AND UNIVERSITIES, 1967-68 AND 1969-70



NEA RESEARCH DIVISION

Type of institution	Ratio of median to professors' median	Percent increase in median since 1967-68
Public universities (by enrollment)		
10,000 and over	1.3	18.2%
5,000-9,999	1.1	19.2
Less than 5,000	1.0	15.1
Nonpublic universities (by enrollment)		
5,000 and over	1.1	17.5
Less than 5,000	0.9	16.8
Public colleges	0.9	20.8
Nonpublic colleges (by enrollment)		
1,000 and over	0.9	12.3
500-999	0.9	15.3
Less than 500	0.8	20.5
All chief librarians ...	0.8	13.7%

The following shows the presence of specific types of noncash compensation reported for the position of head librarian and the percent of salary which is added by the benefit in the 919 institutions responding. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of institutions reporting	Average of the percents of annual salary
Social security	82.9%	2.9%
Retirement	75.8	7.4
Insurance	77.3	1.4
Housing	2.3	17.0
Other (automobile, allowance, servants, club dues, etc.)	4.5	2.5
Total of items above	91.4%	10.1%

Salaries are reported for 853 persons holding the position of registrar. These are shown in Tables 36-B and 39-67. The median salary of $11,743 is an increase of 13.6 percent during the past two years. An annual salary of less than $8,500 is being paid to 4.2 percent of the registrars; 11.1 percent receive an annual salary of less than $8,000. At the other end of the distribution, 4.3 percent of the registrars are being paid an annual salary of $20,000 or higher; 9.5 percent receive annual salaries of $18,000 or higher.

The median salaries of registrars in the various types of institutions range from $14,500 in the large public universities down to $7,832 in the small nonpublic colleges. The following is a list of the ratio of the median annual salary of registrars to the median nine-month salary of professors and the percent increase in the median salary of registrars since 1967-68 by type of institution:

Type of institution	Ratio of median to professors' median	Percent increase in median since 1967-68
Public universities (by enrollment)		
10,000 and over	0.9	10.0%
5,000-9,999	0.9	8.3
Less than 5,000	0.9	15.7
Nonpublic universities (by enrollment)		
5,000 and over	0.8	10.9
Less than 5,000	0.8	13.6
Public colleges	0.8	15.7
Nonpublic colleges (by enrollment)		
1,000 and over	0.8	12.2
500-999	0.8	11.8
Less than 500	0.7	11.1
All registrars	0.7	13.6%

The following shows the presence of specific types of noncash compensation reported for the position of registrar and the percent of salary which is added by the benefit in the 843 institutions reporting. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of institutions reporting	Average of the percents of annual salary
Social security	81.0%	3.3%
Retirement	71.3	7.2
Insurance	73.9	1.6
Housing	1.3	16.5
Other (automobile, allowance, servants, club dues, etc.)	4.2	2.5
Total of items above	89.0%	10.4%

The salary being paid to the dean or director of admissions is reported by 845 institutions (Tables 36-B and 39-67). The median of the salaries of the deans or directors of admissions is $12,983, an increase of 13.4 percent over the median salary in the study two years ago. An annual salary of less than

$9,000 is being paid to 9.6 percent of these persons; less than $8,000 is being paid to 4.3 percent. At the upper levels, 10.2 percent are being paid $19,000 or higher; 5.5 percent are being paid $21,000 or higher annual salaries.

The range of median salaries paid to the dean or director of admissions in the various types of institutions is from $17,700 in the large public universities down to $10,000 in the small nonpublic colleges. The ratios of the median annual salaries to the median nine-month salary of professors and the percent change of median annual salaries of dean or director of admissions since 1967-68 by type of institution are as follows:

Type of institution	Ratio of median to professors' median	Percent increase in median since 1967-68
Public universities (by enrollment)		
10,000 and over	1.0	7.3%
5,000-9,999	1.0	16.1
Less than 5,000	0.9	13.5
Nonpublic universities (by enrollment)		
5,000 and over	0.9	12.4
Less than 5,000	0.8	12.5
Public colleges	0.9	12.7
Nonpublic colleges (by enrollment)		
1,000 and over	0.9	12.1
500-999	0.9	14.9
Less than 500	0.8	17.6
All deans or directors of admissions	0.8	13.4%

The following shows the presence of specific types of noncash compensation reported for the position of dean or director of admissions and the percent of salary which is added by the benefit in 795 institutions. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of institutions reporting	Average of the percents of annual salary
Social security	81.1%	3.0%
Retirement	71.4	7.9
Insurance	71.7	1.5
Housing	2.4	22.8
Other (automobile, allowance, entrants, club dues, etc.)	6.2	6.8
Total of items above	89.4%	10.8%

The other position in which the number of individuals for whom salary is reported exceeds two-thirds of the number of institutions is the vice-president or dean of students (chief student affairs officer). The median salary of $16,050 is an increase of 13.9 percent over the median of $14,086 reported in 1967-68. An annual salary of less than $10,500 is being paid to 11.3 percent; less than $9,500 is being paid to 5.3 percent of persons having the position of chief student affairs officer. At the other end of the distribution, 5.6 percent of these persons are being paid $26,000 or more; an annual salary of $24,000 or more is being paid to 9.6 percent of persons having this position.

The median salaries of the chief student affairs officers in the different types of institutions range from $23,604 in the large public universities down to $9,850 in the small nonpublic colleges. The increase in the median salaries since the previous study and the ratio of the median annual salary of the chief student affairs officers to the median nine-month salary of professors in each type of institution are as follows:

Type of institution	Ratio of median to professors' median	Percent increase in median since 1967-68
Public universities (by enrollment)		
10,000 and over	1.3	12.4%
5,000-9,999	1.3	16.3
Less than 5,000	1.1	18.4
Nonpublic universities (by enrollment)		
5,000 and over	1.1	18.3
Less than 5,000	1.1	17.8
Public colleges	1.1	13.3
Nonpublic colleges (by enrollment)		
1,000 and over	1.0	12.0
500-999	0.9	9.6
Less than 500	0.8	15.9
All chief student affairs officers	1.0	13.9%

The position of vice-president or director of development is reported by 58.9 percent of the institutions. The median salary of $16,250 is an increase of 10.4 percent over the median annual salary of $14,797 reported in 1967-68.

The median annual salaries and the percent increase in these medians over the median

salaries two years ago for other positions in which salaries are reported for a large number of persons in the present and previous studies are as follows:

Position	Median salary	Percent increase over 1967-68
Assistant to the president .	$15,167	15.2%
Academic vice-president or provost	24,412	14.4
Public relations vice-president or director	12,764	17.9
Dean of men	12,319	12.2
Dean of women	11,406	10.9
Dean or director of student placement	12,250	15.5
Director of extension	17,250	22.1
Director of the summer session	17,469	10.0
Director or principal of laboratory school	15,531	20.4
Director of audio-visual services	12,045	8.2
Director of athletics	14,311	14.8
Head football coach	13,395	16.6
Head basketball coach	11,779	12.3

Deans of Professional Schools

Tables 36-D and 36-E contain the salary distributions of the deans or directors of the separately organized professional schools or colleges among the 280 universitites reporting salary information. The range and quartile distributions are given by type of university in Tables 39-43. Salaries are reported for 240 deans or directors of the school or college of arts and sciences. The median salary is $24,701, an increase of 18.9 percent over the median of $20,250 in 1967-68. The top 7.1 percent of these deans are being paid $32,000 or more. An annual salary of less than $16,500 is being paid to 4.4 percent of these persons.

The dean of the graduate school is second most frequently reported with the salaries of 223 persons included in the present study. The median salary of $23,361 is an increase of 17.3 percent over the median of $19,917 reported in 1967-68. An annual salary of $34,000 or more is being paid to 5.8 percent of persons having this position; 14.7 percent are being paid $30,000 or more. At the other extreme of the range an annual salary of less than $17,000 is being paid to 4.4 percent of the deans of graduate schools; 12.0 percent are being paid less than $18,500.

Salary information is reported for 210 deans of the school or college of education. The median salary of $23,625 is an increase of 17.6 percent over the median of $20,089 reported two years ago. At the top of the distribution, 3.8 percent of the deans of schools or colleges of education are being paid $32,000 or more; 10.0 percent receive $30,000 or more in 1969-70. At the other extreme, 5.7 percent are being paid less than $17,500, and 11.0 percent receive less than $18,500.

The deanship of the school of business is reported 210 times with a median annual salary of $23,938; an increase of 16.9 percent over the median annual salary of $20,483 reported two years ago. An annual salary of $32,000 or higher is reported for 5.2 percent of the deans of the school of business; 12.4 percent are being paid $30,000 or more in 1969-70. At the other end of the distribution, 5.2 percent are being paid less than $17,000 and 9.5 percent are being paid less than $18,000 in 1969-70.

Following are the median salaries in the other most frequently listed dean of professional school positions, together with the two-year percent of increase in the medians, to 1967-68 to 1969-70:

Separately organized school or college	Median salary of dean	Percent increase since 1967-68
Agriculture	$25,375	17.2%
Dentistry	30,800	17.9
Engineering	26,750	19.0
Extension	23,000	20.0
Fine arts	23,182	13.5
Home economics	21,500	16.7
Journalism	22,375	17.3
Law	28,063	14.7
Medicine	31,833	5.0
Music	20,625	17.3
Nursing	20,600	24.5
Pharmacy	24,375	15.4
Physical education ...	20,875	19.3
Social welfare	25,750	12.0
Veterinary medicine ..	28,500	17.5

Administrative Positions by Type of Institution

Tables 37 and 38 provide the distribution of salaries paid to the president and the business vice-president in each type of institution of higher education. Tables 39 through 47 provide many specific items about the other administrative positions by type of institution. These tables show the number of positions being reported and the high, low, median, and first and third quartiles for the positions reported most frequently in each type of institution.

TABLE 36 A.--ADMINISTRATIVE OFFICERS' SALARIES. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 1,034 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1969-70

SALARY RANGE	PRESIDENT	EXEC. VICE-PRESIDENT	ASST. TO THE PRESIDENT	PLANNING VICE-PRESIDENT	ORGANIZED RESEARCH VICE-PRESIDENT	INSTITUTIONAL RESEARCH DIRECTOR	ACADEMIC VICE PRESIDENT OR PROVOST	DEAN OF ADMINISTRATION FACULTY INSTRCTN	DEAN OF COLLEGE	STUDENT PERSONNEL SERVICES VICE-PRESIDENT	DEAN OF MEN
1	2	3	4	5	6	7	8	9	10	11	12
$55,000 AND OVER	3	...	...	...	...	...	...	...	...	...	...
54,500-54,999	...	...	...	...	...	...	...	...	...	...	...
54,000-54,499	1	...	...	...	...	...	...	...	...	...	...
53,500-53,999	...	...	...	...	...	...	...	...	...	...	...
53,000-53,499	1	...	...	...	...	...	...	...	...	...	...
52,500-52,999	...	...	...	...	...	...	...	...	...	...	...
52,000-52,499	...	...	...	...	...	...	...	...	...	...	...
51,500-51,999	...	...	...	...	...	...	...	...	...	...	...
51,000-51,499	...	...	...	...	...	...	...	...	...	...	...
50,500-50,999	...	...	...	...	...	...	...	...	...	...	...
50,000-50,499	6	...	...	...	...	...	...	...	...	...	...
49,500-49,999	1	...	...	...	...	...	...	...	...	...	...
49,000-49,499	...	...	...	...	...	...	...	...	...	...	...
48,500-48,999	...	...	...	...	...	...	...	...	...	...	...
48,000-48,499	2	...	...	...	...	...	...	...	...	...	...
47,500-47,999	1	1	...	...	...	...	...	...	...	...	...
47,000-47,499	2	...	...	...	...	...	...	...	...	...	...
46,500-46,999	...	...	...	...	...	...	...	...	...	...	...
46,000-46,499	...	...	...	...	...	...	...	...	...	...	...
45,500-45,999	5	...	...	...	...	...	...	...	...	...	...
45,000-45,499	14	2	...	...	...	...	...	1	...	...	...
44,500-44,999	2	...	...	...	...	...	...	...	...	...	...
44,000-44,499	...	...	...	...	...	...	...	...	...	...	...
43,500-43,999	3	...	...	...	...	...	...	...	...	...	...
43,000-43,499	1	...	...	...	...	...	...	...	...	...	...
42,500-42,999	2	...	...	...	...	...	1	...	...	...	...
42,000-42,499	4	3	...	...	...	...	1	...	...	...	...
41,500-41,999	...	...	...	...	...	...	...	...	...	...	...
41,000-41,499	5	...	...	...	...	...	...	...	...	...	...
40,500-40,999	...	...	...	...	...	...	...	...	...	...	...
40,000-40,499	22	2	...	1	...	...	2	...	...	...	...
39,500-39,999	2	...	...	1	...	...	...	...	...	...	...
39,000-39,499	1	...	...	...	...	...	1	...	...	...	...
38,500-38,999	4	...	...	...	...	...	1	...	...	...	...
38,000-38,499	8	5	...	...	...	...	1	...	...	...	...
37,500-37,999	13	2	...	...	...	...	2	...	...	...	...
37,000-37,499	9	1	...	...	1	...	1	...	...	...	...
36,500-36,999	1	1	...	...	...	...	1	...	...	...	...
36,000-36,499	16	1	...	1	...	...	1	...	...	...	...
35,500-35,999	1	...	...	...	...	...	1	...	...	...	...
35,000-35,499	32	3	...	1	...	...	9	3	...	...	...
34,500-34,999	14	1	...	...	...	...	1	...	2	...	...
34,000-34,499	6	...	...	1	2	...	10	1	...	1	...
33,500-33,999	4	1	1	...	...	...	6	1	...	...	...
33,000-33,499	14	...	...	2	2	...	5	...	...	...	...
32,500-32,999	19	2	...	...	2	...	4	...	...	...	...
32,000-32,499	18	3	...	1	2	...	7	3	...	...	...
31,500-31,999	9	2	...	1	...	1	6	4	2	2	1
31,000-31,499	10	2	...	...	3	...	12	1	...	...	...
30,500-30,999	13	1	...	1	1	...	4	1	...	1	...
30,000-30,499	67	6	1	4	5	2	15	2	...	12	...
29,500-29,999	5	4	1	2	5	...	8	...	...	1	...
29,000-29,499	18	4	2	1	2	2	5	3	...	...	1
28,500-28,999	17	4	2	1	2	2	8	1	...	2	...
28,000-28,499	25	2	4	3	3	...	8	7	...	2	...
27,500-27,999	22	3	...	3	3	...	9	2	1	7	...
27,000-27,499	29	6	2	3	5	1	10	4	2	6	...
26,500-26,999	9	3	1	14	2	1	22	3	2	3	...
26,000-26,499	27	3	3	1	10	2	16	7	1	9	...
25,500-25,999	12	1	3	1	3	1	11	6	...	2	...
25,000-25,499	92	7	1	8	7	1	19	11	5	18	...
24,500-24,999	15	8	...	...	1	...	7	5	2	4	...
24,000-24,499	13	6	4	5	3	3	17	6	4	8	...
23,500-23,999	7	6	2	4	1	5	7	19	23	17	3
23,000-23,499	28	7	4	7	7	5	13	14	9	9	...
22,500-22,999	24	8	3	1	8	4	19	11	3	12	1
22,000-22,499	27	8	4	4	7	3	12	10	9	17	2
21,500-21,999	7	3	3	7	3	6	7	6	5	10	1
21,000-21,499	20	6	5	2	4	3	10	11	8	21	2
20,500-20,999	9	8	9	1	3	5	9	9	10	13	5
20,000-20,499	93	7	19	3	2	10	8	21	17	27	4
19,500-19,999	9	...	6	5	2	6	7	11	11	19	9
19,000-19,499	11	3	9	7	5	15	9	15	18	25	9
18,500-18,999	12	8	9	6	3	9	12	14	14	18	3
18,000-18,499	21	10	14	9	6	12	16	22	19	31	14
17,500-17,999	10	4	14	2	3	7	9	12	9	27	3
17,000-17,499	16	6	10	3	2	9	7	12	11	30	6
16,500-16,999	7	3	12	5	...	15	9	14	7	23	6
16,000-16,499	11	2	25	5	6	17	18	17	15	30	11
15,500-15,999	6	1	11	6	...	16	9	12	6	37	13
15,000-15,499	21	2	21	8	2	9	8	21	13	37	19
14,500-14,999	6	3	12	8	2	12	6	19	9	19	23
14,000-14,499	9	6	19	8	5	10	7	11	9	46	19
13,500-13,999	9	1	15	8	2	6	8	15	7	22	27
13,000-13,499	4	...	18	6	...	12	9	9	9	30	24
12,500-12,999	5	2	10	6	...	9	8	8	8	30	32
12,000-12,499	6	3	21	6	1	7	5	11	4	33	36
11,500-11,999	2	...	17	2	...	5	1	4	5	30	34
11,000-11,499	7	2	20	9	...	6	6	6	9	26	37
10,500-10,999	1	...	9	3	...	6	...	9	9	22	40
10,000-10,499	3	1	11	5	...	12	...	9	8	28	38
9,500- 9,999	3	1	6	3	...	5	3	8	5	20	34
9,000- 9,499	3	1	6	3	...	5	5	9	7	25	27
8,500- 8,999	2	1	6	2	...	6	6	8	9	9	18
8,000- 8,499	...	...	2	...	...	1	...	...	...	9	21
7,500- 7,999	...	...	2	...	...	3	3	5	5	4	6
7,000- 7,499	1	...	2	...	...	...	...	8	...	5	9
6,500- 6,999	...	...	1	...	...	...	...	5	1	1	6
6,000- 6,499	1	...	3	...	...	...	...	5	3	4	6
5,500- 5,999	...	...	...	...	...	...	...	4	2	4	8
5,000- 5,499	...	...	...	...	...	...	...	1	...	1	2
UNDER $5,000	...	...	...	...	...	...	...	...	...	...	...
NUMBER OF INSTITUTIONS FOR WHOM SALARIES ARE REPORTED	949	899	888	857	828	804	958	926	870	806	686
FIRST QUARTILE	$25,494	$18,498	$12,317	$14,575	$15,744	$15,733	$19,893	$14,986	$13,342	$12,517	$12,194
MEDIAN SALARY	$29,478	$23,750	$16,147	$17,936	$18,924	$18,699	$23,412	$18,688	$16,139	$15,958	$15,493
THIRD QUARTILE	$33,758	$28,430	$19,973	$21,960	$22,607	$22,629	$28,781	$23,000	$20,029	$19,648	$19,491

TABLE 36 B.--ADMINISTRATIVE OFFICERS' SALARIES. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 1,058 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1969-70

SALARY RANGE	DEAN OF WOMEN	DEAN OR DIRECTOR OF ADMISSIONS	REGISTRAR	DEAN OR DIRECTOR OF STUDENT PLACEMENT	DEAN OF STUDENT TESTING AND COUNSELING	DIRECTOR OF STUD. FINANCIAL AID	CHIEF BUSINESS OFFICER	DIRECTOR OF DEVELOPMENT	CONTROLLER BUDGET DIRECTOR	DIRECTOR OF NON-ACADEMIC PERSONNEL	DIRECTOR OF PUBLIC RELATIONS
1	2	3	4	5	6	7	8	9	10	11	12
$36,000 AND OVER	...	...	...	...	...	...	12	6	...	...	...
35,500-35,999 ..	...	...	...	...	...	...	1	...	...	...	1
35,000-35,499 ..	...	...	...	...	...	...	3	3	...	...	...
34,500-34,999 ..	...	...	...	...	...	...	...	1	...	...	1
34,000-34,499 ..	...	...	...	...	...	...	4	...	...	...	...
33,500-33,999 ..	...	...	...	...	...	...	...	...	...	...	...
33,000-33,499 ..	...	...	...	...	...	...	1	1	2	...	...
32,500-32,999 ..	...	...	...	...	...	...	2	1	...	...	...
32,000-32,499 ..	...	...	...	...	...	...	1	1	...	...	2
31,500-31,999 ..	...	...	...	...	...	...	2	1	...	...	...
31,000-31,499 ..	...	...	...	...	...	...	5	2	...	1	...
30,500-30,999 ..	...	...	...	...	...	...	5	...	...	...	...
30,000-30,499 ..	...	...	...	...	...	...	12	7	1	...	3
29,500-29,999 ...	...	1	...	...	...	...	8	2	...	...	1
29,000-29,499 ...	...	...	...	...	1	...	7	4	...	...	1
28,500-28,999 ...	...	...	...	...	...	...	11	1	1	...	...
28,000-28,499 ...	...	...	...	...	...	...	13	10	1	...	2
27,500-27,999 ...	...	1	...	...	2	...	12	2	1	...	3
27,000-27,499 ...	...	1	...	1	...	...	8	3	2	...	5
26,500-26,999 ...	...	1	...	...	...	...	6	4	2	...	...
26,000-26,499 ...	...	1	...	...	...	...	9	...	3	...	3
25,500-25,999 ...	...	...	1	...	...	...	7	6	8	...	...
25,000-25,499 ...	...	1	1	...	...	...	16	7	2	...	3
24,500-24,999 ...	...	...	1	2	1	...	7	5	...	...	2
24,000-24,499 ...	...	2	2	...	1	...	11	10	9	...	8
23,500-23,999 ...	...	4	9	...	...	1	17	10	4	1	4
23,000-23,499 ...	...	8	1	...	3	...	18	5	2	1	3
22,500-22,999 ...	1	2	6	4	...	...	19	7	3	1	4
22,000-22,499 ...	1	5	3	7	3	...	17	8	7	...	6
21,500-21,999 ...	1	7	2	3	2	...	21	6	7	2	5
21,000-21,499 ...	1	10	1	1	4	1	23	21	4	1	6
20,500-20,999 ...	1	6	5	2	2	...	21	7	1	...	13
20,000-20,499 ...	2	14	5	3	8	1	40	25	9	3	8
19,500-19,999 ...	5	5	10	2	16	2	13	7	9	5	6
19,000-19,499 ...	6	13	11	6	7	3	24	15	8	3	10
18,500-18,999 ...	2	11	6	18	4	3	26	19	16	2	5
18,000-18,499 ...	4	18	17	13	20	5	41	40	14	6	9
17,500-17,999 ...	17	15	11	4	7	9	39	15	11	3	5
17,000-17,499 ...	11	22	7	11	21	5	26	22	18	10	19
16,500-16,999 ...	5	32	15	9	20	18	33	20	14	12	4
16,000-16,499 ...	10	37	19	7	22	10	41	22	26	12	7
15,500-15,999 ...	11	12	19	14	17	6	23	23	23	10	17
15,000-15,499 ...	20	30	34	12	24	20	42	46	37	14	21
14,500-14,999 ...	13	25	28	14	10	13	17	11	24	15	15
14,000-14,499 ...	24	38	36	20	24	21	43	26	16	14	19
13,500-13,999 ...	21	34	37	30	20	18	24	31	19	14	27
13,000-13,499 ...	24	45	40	27	27	29	31	28	28	14	18
12,500-12,999 ...	26	44	40	29	7	20	25	24	24	10	18
12,000-12,499 ...	41	56	40	39	27	38	39	25	32	19	24
11,500-11,999 ...	25	33	38	17	24	38	16	13	12	11	24
11,000-11,499 ...	48	51	63	25	23	31	24	13	20	14	26
10,500-10,999 ...	18	38	34	24	23	44	15	16	22	15	33
10,000-10,499 ...	30	40	55	33	20	63	14	14	20	18	29
9,500- 9,999 ...	33	36	45	23	17	40	7	6	13	11	24
9,000- 9,499 ...	42	32	35	20	12	60	12	7	17	21	32
8,500- 8,999 ...	32	22	32	16	10	36	5	6	7	13	16
8,000 -8,499 ...	22	17	40	20	7	39	7	2	9	7	18
7,500- 7,999 ...	16	10	23	14	4	36	3	1	5	3	18
7,000- 7,499 ...	15	7	24	11	6	32	5	...	9	9	8
6,500- 6,999 ...	11	9	21	7	7	16	3	1	6	1	6
6,000- 6,499 ...	5	7	14	9	1	11	5	2	4	4	5
5,500- 5,999 ...	4	1	6	4	...	9	...	...	...	...	1
5,000- 5,499 ...	8	1	7	3	...	9	2	...	...	...	1
BELOW $5,000	4	...	9	3	...	8	2	2	1	...	...
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	962	809	883	517	494	695	946	823	593	388	549
FIRST QUARTILE	$ 9,200	$10,753	$ 9,525	$ 9,786	$11,141	$ 8,691	$13,948	$13,424	$11,910	$10,167	$10,142
MEDIAN SALARY	$11,406	$12,983	$11,749	$12,290	$13,000	$10,409	$17,615	$16,330	$14,552	$12,700	$12,764
THIRD QUARTILE	$13,969	$16,213	$14,513	$14,634	$16,713	$12,781	$21,940	$20,205	$17,326	$15,429	$17,020

TABLE 36 C.--ADMINISTRATIVE OFFICERS' SALARIES. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 1,001 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1969-70

SALARY RANGE	DIRECTOR OF ALUMNI SERVICES	DIRECTOR OF INFORMATION	CHIEF LIBRARIAN	DIRECTOR OF AUDIO-VISUAL SERVICES	DIRECTOR OF EVENING SCHOOL	DIRECTOR OF EXTENSION	DIRECTOR OF SUMMER SESSION	DIRECTOR OF LABORATORY SCHOOL	DIRECTOR OF ATHLETICS	HEAD FOOTBALL COACH	HEAD BASKETBALL COACH
1	2	3	4	5	6	7	8	9	10	11	12
$36,000 AND OVER	...	...	...	...	1	...	...	...	...	...	...
35,500-35,999 ..	...	...	...	...	...	...	...	...	1	...	...
35,000-35,499 ..	...	...	...	...	...	...	...	...	...	...	...
34,500-34,999 ..	...	...	...	...	...	...	...	...	...	...	...
34,000-34,499 ..	...	...	...	...	...	...	...	...	...	...	...
33,500-33,999 ..	...	...	...	...	...	...	...	...	...	...	...
33,000-33,499 ..	...	...	1	...	...	...	...	...	...	...	...
32,500-32,999 ..	...	...	9	...	...	...	...	...	...	...	...
32,000-32,499 ..	...	...	1	...	...	...	1	...	...	...	...
31,500-31,999 ..	...	...	1	...	2	1	1	...	1	...	...
31,000-31,499 ..	...	...	...	...	...	...	...	...	...	...	...
30,500-30,999 ..	...	1	...	...	1	1	...	...	...	...	...
30,000-30,499 ..	...	...	2	...	...	...	1	...	1	3	...
29,500-29,999 ..	...	...	1	...	...	...	...	...	1	...	...
29,000-29,499 ..	...	...	2	...	1	...	1	...	...	...	...
28,500-28,999 ..	...	...	...	...	...	...	...	...	2	1	...
28,000-28,499 ..	1	...	1	...	...	...	...	...	13	3	...
27,500-27,999 ..	1	1	5	...	1	1	...	...	3	...	...
27,000-27,499 ..	...	...	2	...	1	1	1	...	5	4	...
26,500-26,999 ..	...	...	2	...	...	...	1	...	1	3	...
26,000-26,499 ..	...	...	5	...	2	3	1	...	2	...	...
25,500-25,999 ..	...	...	5	...	1	1	1	...	1	...	...
25,000-25,499 ..	...	1	10	...	...	1	1	...	7	6	1
24,500-24,999 ..	2	...	5	1	1	...	2	...	2	...	...
24,000-24,499 ..	1	...	6	1	2	6	2	2	1	3	...
23,500-23,999 ..	...	...	3	1	2	7	4	1	1	1	...
23,000-23,499 ..	1	1	7	2	1	...	...	...	7	1	1
22,500-22,999 ..	1	1	5	1	1	1	...	2	4	...	...
22,000-22,499 ..	3	1	24	2	1	1	...	2	7	7	2
21,500-21,999 ..	2	...	13	...	3	5	7	1	7	3	...
21,000-21,499 ..	3	2	10	3	...	5	4	3	9	5	2
20,500-20,999 ..	1	3	7	2	4	4	4	2	3	...	...
20,000-20,499 ..	3	1	11	3	2	6	11	3	21	8	1
19,500-19,999 ..	3	1	11	1	6	1	...	...	3	...	1
19,000-19,499 ..	4	4	13	11	4	7	4	5	18	7	5
18,500-18,999 ..	6	3	18	4	3	2	3	6	9	3	6
18,000-18,499 ..	7	4	20	11	7	6	2	2	18	7	4
17,500-17,999 ..	2	5	28	4	8	6	6	4	12	5	6
17,000-17,499 ..	4	5	26	9	5	7	8	7	15	6	7
16,500-16,999 ..	5	5	20	7	5	5	3	1	20	5	8
16,000-16,499 ..	10	8	31	6	7	3	6	5	16	7	11
15,500-15,999 ..	5	7	23	4	3	7	5	6	32	10	12
15,000-15,499 ..	14	10	30	11	9	7	2	5	24	18	13
14,500-14,999 ..	15	12	29	9	4	4	3	2	17	9	14
14,000-14,499 ..	15	11	36	15	6	9	2	5	33	14	16
13,500-13,999 ..	17	13	37	12	3	7	2	4	22	10	16
13,000-13,499 ..	19	14	53	16	8	2	3	4	29	19	19
12,500-12,999 ..	11	10	38	8	3	2	1	6	35	14	29
12,000-12,499 ..	28	17	54	11	8	3	4	6	34	18	24
11,500-11,999 ..	24	14	39	10	4	1	2	...	18	17	35
11,000-11,499 ..	37	19	50	24	3	2	4	8	33	13	29
10,500-10,999 ..	32	18	40	12	1	1	1	3	19	20	36
10,000-10,499 ..	35	26	37	19	3	2	1	4	16	14	38
9,500- 9,999 ..	35	19	26	11	3	4	...	3	12	13	16
9,000- 9,499 ..	31	23	43	17	1	3	...	3	17	12	26
8,500- 8,999 ..	21	16	23	11	2	...	2	...	11	11	22
8,000 -8,499 ..	35	18	27	11	2	2	...	...	12	...	11
7,500- 7,999 ..	18	10	18	12	2	...	...	...	7	1	5
7,000- 7,499 ..	28	10	9	7	...	1	...	...	2	1	3
6,500- 6,999 ..	12	8	4	6	...	...	1	...	2	2	1
6,000- 6,499 ..	14	8	3	6	1	...	...	...	3	1	3
5,500- 5,999 ..	4	1	1	2	...	...	...	...	1	...	...
5,000- 5,499 ..	6	3	3	2	...	...	1	...	1	1	...
BELOW $5,000	6	2	5	3	...	1	8	...	2	...	4
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	522	396	933	306	133	139	117	107	949	306	427
FIRST QUARTILE	$ 8,678	$ 9,174	$10,928	$ 9,500	$13,000	$14,208	$13,813	$12,479	$11,785	$11,019	$10,207
MEDIAN SALARY	$10,750	$11,158	$13,439	$12,045	$16,214	$17,250	$17,469	$15,531	$14,311	$13,395	$11,779
THIRD QUARTILE	$13,362	$14,150	$17,990	$19,918	$19,819	$20,900	$20,044	$18,521	$17,990	$16,990	$14,102

TABLE 36 D.--ADMINISTRATIVE OFFICERS' SALARIES. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 280 UNIVERSITIES, 1969-70

SALARY RANGE	DEAN, SCHOOL (OR COLLEGE) OF: GRADUATE SCHOOL	ARTS AND SCIENCES	AGRICULTURE	BUSINESS	DENTISTRY	EDUCATION	ENGINEERING	EXTENSION	FINE ARTS	FORESTRY OR NATURAL RESOURCES
1	2	3	4	5	6	7	8	9	10	11
$40,000 AND OVER	...	...	...	...	...	...	...	...	...	...
38,000-39,999 ..	...	...	...	...	2	...	1	...	...	...
36,000-37,999 ..	1	1	...	1	...	2	2	...	...	...
34,000-35,999 ..	13	4	3	3	6	2	8	...	...	...
32,000-33,999 ..	7	14	5	8	4	6	10	...	1	1
30,000-31,999 ..	13	17	5	15	10	13	11	4	9	2
29,500-29,999 ..	4	2	...	2	...	3	5	...	1	...
29,000-29,499 ..	2	5	...	5	2	6	5	3	...	2
28,500-28,999 ..	5	9	4	6	1	2	9	...	...	...
28,000-28,499 ..	8	11	6	3	2	6	3	...	4	...
27,500-27,999 ..	7	10	3	5	1	5	7	2	...	...
27,000-27,499 ..	6	9	2	15	1	6	8	2	4	3
26,500-26,999 ..	6	3	1	6	2	10	4	2	5	2
26,000-26,499 ..	10	12	1	12	2	8	8	3	2	...
25,500-25,999 ..	8	7	1	2	...	3	5	1	2	1
25,000-25,499 ..	6	10	4	8	1	14	6	3	7	1
24,500-24,999 ..	1	6	2	6	...	4	6	...	1	...
24,000-24,499 ..	8	7	1	7	...	9	7	3	4	1
23,500-23,999 ..	5	4	3	8	...	8	3	3	3	1
23,000-23,499 ..	9	10	4	10	1	15	5	1	11	...
22,500-22,999 ..	9	13	3	9	1	9	4	1	6	1
22,000-22,499 ..	15	8	1	9	...	13	...	1	2	2
21,500-21,999 ..	7	12	1	6	...	6	4	1	5	2
21,000-21,499 ..	9	13	3	10	...	9	1	3	4	1
20,500-20,999 ..	13	11	1	5	...	4	1	1	2	...
20,000-20,499 ..	10	9	1	9	...	11	5	2	3	...
19,500-19,999 ..	8	6	1	6	...	6	2	4	3	...
19,000-19,499 ..	6	6	3	5	...	5	2	5	5	...
18,500-18,999 ..	2	2	...	4	...	2	1	2	3	...
18,000-18,499 ..	7	6	3	5	...	6	4	4	2	...
17,500-17,999 ..	6	4	1	5	...	5	1	...	2	1
17,000-17,499 ..	4	7	1	4	...	3	1	1	2	...
16,500-16,999 ..	3	3	...	5	...	2	1	1	2	...
16,000-16,499 ..	2	2	...	2	...	2	...	...	2	...
15,500-15,999 ..	1	3	...	1	...	2	...	...	1	...
15,000-15,499 ..	...	1	...	1	...	...	1	...	...	...
14,500-14,999 ..	2	1	...	...	...	...	1	...	1	...
14,000-14,499 ..	...	1	...	...	...	...	...	...	...	...
13,500-13,999 ..	...	...	...	...	...	3	...	1	...	...
13,000-13,499 ..	1	1	...	1	...	...	...	...	1	...
12,500-12,999 ..	...	1	...	1	...	...	...	...	...	...
12,000-12,499 ..	1	...	...	...	...	...	...	...	...	...
11,500-11,999 ..	...	1	...	...	...	...	...	...	...	...
11,000-11,499 ..	...	...	...	...	...	...	...	...	...	...
10,500-10,999 ..	...	...	...	...	...	...	...	...	...	...
10,000-10,499 ..	...	...	...	...	...	...	...	...	...	...
BELOW $10,000 ...	...	...	...	...	...	...	...	...	...	...
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	225	252	64	210	36	210	142	54	100	21
FIRST QUARTILE	$ 20,625	$ 20,909	$ 22,500	$ 20,850	$ 28,000	$ 21,083	$ 23,750	$ 19,450	$ 20,167	$ 22,313
MEDIAN SALARY	$ 23,361	$ 24,071	$ 25,375	$ 23,938	$ 30,800	$ 23,625	$ 26,750	$ 23,000	$ 23,182	$ 25,750
THIRD QUARTILE	$ 27,768	$ 28,000	$ 28,625	$ 27,350	$ 32,767	$ 26,925	$ 29,650	$ 26,417	$ 26,250	$ 27,458

TABLE 36 E.--ADMINISTRATIVE OFFICERS' SALARIES. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 216 UNIVERSITIES, 1969-70

SALARY RANGE	DEAN, SCHOOL (OR COLLEGE) OF: HOME ECONOMICS	JOURNALISM	LAW	MEDICINE	MUSIC	NURSING	PHARMACY	PHYSICAL EDUCATION	SOCIAL WELFARE	VETERINARY MEDICINE	OTHER
1	2	3	4	5	6	7	8	9	10	11	12
$40,000 AND OVER	...	...	...	18	...	...	...	...	...	...	1
38,000-39,999 ..	...	...	1	6	...	...	...	...	...	...	...
36,000-37,999 ..	...	...	6	9	...	...	...	...	1	...	1
34,000-35,999 ..	...	...	5	7	...	...	...	...	1	...	2
32,000-33,999 ..	...	...	12	5	...	...	...	...	...	5	7
30,000-31,999 ..	...	1	11	5	2	...	5	...	6	1	14
29,500-29,999 ..	...	...	2	...	...	...	...	...	...	...	2
29,000-29,499 ..	...	1	3	1	1	1	2	...	...	1	4
28,500-28,999 ..	...	...	5	1	...	1	2	...	...	2	7
28,000-28,499 ..	...	...	4	2	1	...	3	...	4	1	2
27,500-27,999 ..	...	1	8	...	1	...	1	...	3	...	5
27,000-27,499 ..	1	1	3	...	1	1	3	...	4	3	7
26,500-26,999 ..	2	...	2	...	1	3	1	2	4	1	6
26,000-26,499 ..	...	1	6	...	1	2	1	...	2	...	3
25,500-25,999 ..	2	1	2	...	...	1	3	1	1	1	4
25,000-25,499 ..	...	1	3	...	2	1	3	2	8	...	10
24,500-24,999 ..	5	...	2	...	3	...	2	...	1	...	5
24,000-24,499 ..	1	2	2	...	2	3	4	2	3	1	12
23,500-23,999 ..	3	...	2	...	1	2	3	...	1	...	8
23,000-23,499 ..	3	...	2	...	...	5	3	1	2	...	6
22,500-22,999 ..	3	1	...	...	1	4	2	1	2	1	7
22,000-22,499 ..	...	2	3	...	2	9	2	3	2	...	6
21,500-21,999 ..	3	2	1	...	1	5	1	2	...	...	5
21,000-21,499 ..	3	3	1	...	1	5	2	...	1	1	6
20,500-20,999 ..	1	...	...	...	2	5	2	2	1	...	8
20,000-20,499 ..	3	3	2	...	3	4	5	2	...	...	8
19,500-19,999 ..	1	...	1	...	2	4	1	1	1	...	2
19,000-19,499 ..	2	...	2	...	1	1	1	2	...	...	2
18,500-18,999 ..	3	...	2	...	6	10	1	1	...	...	5
18,000-18,499 ..	1	...	1	...	3	2	...	2	1	...	5
17,500-17,999 ..	3	...	...	...	1	2	...	2	...	...	5
17,000-17,499 ..	2	...	1	...	1	4	...	2	1	...	2
16,500-16,999 ..	...	...	1	...	1	1	1	...	...	...	...
16,000-16,499 ..	1	...	1	...	1	2	...	...	...	...	5
15,500-15,999 ..	...	...	...	...	...	2	...	...	...	...	5
15,000-15,499 ..	1	...	...	...	1	3	...	...	...	...	...
14,500-14,999 ..	1	...	...	...	...	2	...	...	...	...	...
14,000-14,499 ..	...	1	...	...	1	4	...	...	...	...	1
13,500-13,999 ..	...	...	...	...	...	1	...	1	1	...	3
13,000-13,499 ..	...	...	...	...	...	2	...	...	...	...	2
12,500-12,999 ..	...	...	...	...	...	...	...	...	...	...	1
12,000-12,499 ..	...	...	...	...	1	...	...	...	...	...	2
11,500-11,999 ..	...	...	...	...	...	...	...	...	...	...	...
11,000-11,499 ..	...	...	...	...	...	1	...	...	...	...	1
10,500-10,999 ..	...	...	...	...	...	1	...	...	...	...	...
10,000-10,499 ..	...	...	...	...	...	...	...	...	...	...	1
BELOW $10,000 ...	1	...	...	...	...	...	...	...	...	...	1
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	46	21	97	54	45	94	54	29	51	18	189
FIRST QUARTILE	$18,750	$21,208	$25,042	$30,950	$18,604	$17,625	$21,750	$18,625	$23,875	$26,750	$20,266
MEDIAN SALARY	$21,500	$22,375	$28,063	$31,833	$20,625	$20,600	$24,375	$20,875	$25,750	$28,500	$23,844
THIRD QUARTILE	$23,917	$25,875	$30,489	$32,625	$24,792	$22,563	$27,417	$23,375	$27,875	$30,550	$27,339

TABLE 37.--PRESIDENTS' SALARIES. DISTRIBUTION OF SALARIES PAID TO PRESIDENTS IN 944 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1969-70

SALARY RANGE	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	TOTAL
1	2	3	4	5	6	7	8	9	10	11
$60,000 AND OVER	...	...	...	2	1	...	...	...	...	3
58,000-59,999	...	...	...	...	...	...	...	...	...	...
56,000-57,999	...	...	...	...	...	...	...	...	...	...
54,000-55,999	1	...	...	...	...	...	...	...	...	1
52,000-53,999	...	...	...	...	1	...	...	...	...	1
50,000-51,999	2	...	...	2	2	...	...	...	...	6
48,000-49,999	2	...	...	...	1	...	...	...	...	3
46,000-47,999	2	...	...	1	...	...	...	...	...	3
44,000-45,999	10	...	5	3	2	...	1	...	...	21
42,000-43,999	3	1	...	2	3	1	...	...	...	10
40,000-41,999	11	1	1	8	1	...	2	...	3	27
38,000-39,999	7	...	...	3	1	2	1	1	...	15
36,000-37,999	16	8	3	...	4	2	6	...	...	39
34,000-35,999	13	10	1	1	3	7	12	6	...	53
32,000-33,999	10	9	4	...	9	8	8	5	2	55
30,000-31,999	12	15	8	4	10	8	25	14	3	99
29,500-29,999	...	1	...	...	...	...	4	...	...	5
29,000-29,499	1	1	4	...	1	10	...	1	...	18
28,500-28,999	1	1	...	...	...	8	5	1	1	17
28,000-28,499	...	4	6	...	...	3	7	5	...	25
27,500-27,999	1	1	...	...	2	5	10	3	...	22
27,000-27,499	...	6	2	...	...	5	8	4	...	25
26,500-26,999	...	1	1	...	1	2	3	1	...	9
26,000-26,499	...	4	6	...	1	9	4	3	...	27
25,500-25,999	...	2	2	...	...	2	2	4	...	12
25,000-25,499	...	9	9	...	1	16	20	29	8	92
24,500-24,999	...	...	...	...	...	11	2	2	...	15
24,000-24,499	...	...	...	...	...	4	4	2	3	13
23,500-23,999	1	...	1	...	...	4	...	...	1	7
23,000-23,499	...	...	1	...	...	12	7	6	2	28
22,500-22,999	...	...	1	...	2	11	5	5	...	24
22,000-22,499	...	1	...	...	1	4	12	7	2	27
21,500-21,999	...	1	1	...	...	2	...	2	1	7
21,000-21,499	...	1	...	...	...	2	4	12	1	20
20,500-20,999	1	...	...	...	...	1	3	3	1	9
20,000-20,499	...	...	...	...	3	5	11	24	10	53
19,500-19,999	...	...	...	...	...	1	...	4	...	5
19,000-19,499	...	1	...	...	...	2	1	5	2	11
18,500-18,999	...	...	...	...	1	2	2	4	3	12
18,000-18,499	...	...	...	...	1	1	4	6	9	21
17,500-17,999	...	...	1	...	...	...	2	5	2	10
17,000-17,499	...	...	...	...	...	2	...	9	5	16
16,500-16,999	...	...	...	...	...	...	1	3	3	7
16,000-16,499	1	...	...	...	...	...	...	2	8	11
15,500-15,999	...	...	...	...	...	...	3	...	3	6
15,000-15,499	...	...	...	...	...	...	1	6	14	21
14,500-14,999	...	...	...	...	...	...	...	4	2	6
14,000-14,499	...	...	...	...	...	...	1	3	5	9
13,500-13,999	...	...	...	...	...	...	1	1	3	5
13,000-13,499	...	...	...	...	...	...	...	2	2	4
12,500-12,999	...	...	...	...	...	...	...	1	4	5
12,000-12,499	...	...	...	...	...	...	...	2	4	6
11,500-11,999	...	...	...	...	...	...	1	...	1	2
11,000-11,499	...	...	...	...	...	...	...	1	1	2
10,500-10,999	...	...	...	...	...	...	...	...	2	2
10,000-10,499	...	...	...	...	...	...	...	...	3	3
9,500- 9,999	...	...	...	...	...	...	2	...	1	3
9,000- 9,499	...	...	...	...	...	...	1	1	2	4
BELOW $9,000	...	...	...	...	...	...	...	1	6	7
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	95	78	57	26	52	152	188	200	123	969
FIRST QUARTILE	$ 33,150	$ 24,750	$ 25,563	$ 39,000	$ 29,500	$ 23,200	$ 22,394	$ 18,876	$ 14,176	$ 21,056
MEDIAN SALARY	$ 36,813	$ 30,667	$ 28,292	$ 41,250	$ 32,444	$ 25,375	$ 26,375	$ 21,750	$ 16,586	$ 25,979
THIRD QUARTILE	$ 41,310	$ 34,100	$ 31,938	$ 45,000	$ 37,500	$ 29,000	$ 30,600	$ 25,466	$ 20,363	$ 31,894

TABLE 38.--BUSINESS VICE PRESIDENTS' SALARIES. DISTRIBUTION OF SALARIES PAID TO BUSINESS VICE PRESIDENTS OR BUSINESS MANAGERS IN 924 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, BY TYPE OF INSTITUTION, 1969-70

SALARY RANGE	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	PUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000-9,999	PUBLIC UNIVERSITIES (BY ENROLLMENT) UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	NONPUBLIC COLLEGES (BY ENROLLMENT) 500-999	NONPUBLIC COLLEGES (BY ENROLLMENT) UNDER 500	TOTAL
1	2	3	4	5	6	7	8	9	10	11
$36,000 AND OVER	9	...	...	2	1	...	...	...	...	12
35,500-35,999	...	...	...	1	...	...	...	...	...	1
35,000-35,499	1	...	...	1	...	...	1	...	...	3
34,500-34,999	...	...	...	...	...	...	...	...	...	...
34,000-34,499	2	...	...	1	1	...	...	...	...	4
33,500-33,999	...	...	...	...	...	...	...	...	...	...
33,000-33,499	...	...	...	1	...	...	...	...	...	1
32,500-32,999	1	...	...	1	...	...	...	...	...	2
32,000-32,499	...	...	...	...	1	...	...	...	...	1
31,500-31,999	2	...	...	...	...	...	...	...	...	2
31,000-31,499	3	...	...	2	...	...	...	...	...	5
30,500-30,999	5	...	...	...	...	...	...	...	...	5
30,000-30,499	6	1	...	2	2	...	...	1	...	12
29,500-29,999	4	3	1	...	...	...	...	...	...	8
29,000-29,499	2	1	...	...	4	...	...	...	...	7
28,500-28,999	6	...	...	2	2	...	1	...	...	11
28,000-28,499	4	...	1	1	3	1	2	...	1	13
27,500-27,999	5	2	...	...	2	1	2	...	...	12
27,000-27,499	2	1	1	2	...	...	2	...	...	8
26,500-26,999	1	1	...	...	2	1	1	...	...	6
26,000-26,499	2	3	1	1	2	...	...	...	...	9
25,500-25,999	3	1	...	...	1	...	1	1	...	7
25,000-25,499	1	3	2	2	4	...	4	...	...	16
24,500-24,999	1	1	1	1	1	1	1	...	...	7
24,000-24,499	...	2	1	1	2	1	2	2	...	11
23,500-23,999	6	3	1	1	2	3	1	...	...	17
23,000-23,499	...	2	3	2	2	3	4	2	...	18
22,500-22,999	2	8	2	...	...	1	4	2	...	19
22,000-22,499	3	2	1	1	3	2	5	...	...	17
21,500-21,999	3	4	...	...	3	8	3	...	...	21
21,000-21,499	2	1	4	1	3	6	2	3	1	23
20,500-20,999	1	4	2	...	1	2	7	2	2	21
20,000-20,499	4	8	2	...	4	7	8	7	...	40
19,500-19,999	1	3	1	...	...	3	3	2	...	13
19,000-19,499	...	2	1	...	1	7	8	4	1	24
18,500-18,999	...	6	1	...	1	5	10	3	...	26
18,000-18,499	2	1	3	...	2	5	18	9	1	41
17,500-17,999	2	2	7	...	1	9	9	9	...	39
17,000-17,499	1	2	1	...	1	7	7	5	2	26
16,500-16,999	...	...	3	...	...	3	12	15	...	33
16,000-16,499	...	...	3	...	...	11	11	13	3	41
15,500-15,999	...	...	...	...	1	6	7	6	3	23
15,000-15,499	...	4	4	...	1	8	7	13	5	42
14,500-14,999	...	...	1	...	...	6	4	4	2	17
14,000-14,499	...	1	...	...	1	14	13	12	2	43
13,500-13,999	1	1	2	...	1	4	6	8	1	24
13,000-13,499	...	...	2	...	2	6	4	13	4	31
12,500-12,999	...	1	...	...	...	4	5	9	6	25
12,000-12,499	...	2	1	...	1	3	10	14	8	39
11,500-11,999	...	1	...	...	...	...	2	8	5	16
11,000-11,499	...	1	...	...	...	3	2	11	7	24
10,500-10,999	...	...	1	...	1	...	1	10	2	15
10,000-10,499	...	...	...	...	1	1	1	7	4	14
9,500- 9,999	...	...	1	...	...	...	...	2	4	7
9,000- 9,499	...	...	...	...	...	...	3	3	6	12
8,500- 8,999	...	...	...	...	...	...	...	1	4	5
8,000- 8,499	...	...	...	...	...	...	...	1	6	7
7,500- 7,999	...	...	...	...	...	...	...	1	2	3
7,000- 7,499	...	...	...	...	...	...	...	2	3	5
6,500- 6,999	...	...	...	...	...	...	...	...	3	3
6,000- 6,499	...	...	...	...	...	...	...	1	3	5
5,500- 5,999	...	...	...	...	...	...	...	...	...	...
5,000- 5,499	...	...	...	...	...	...	...	...	2	2
BELOW $5,000	...	...	...	...	...	...	...	...	2	2
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	88	78	55	26	61	142	195	206	95	946
FIRST QUARTILE	$ 23,250	$ 16,792	$ 16,292	$ 24,750	$ 20,231	$ 14,542	$ 14,194	$ 12,161	$ 8,944	$ 13,940
MEDIAN SALARY	$ 28,125	$ 21,000	$ 18,250	$ 28,500	$ 23,375	$ 17,143	$ 17,583	$ 14,500	$ 11,464	$ 17,615
THIRD QUARTILE	$ 30,000	$ 23,917	$ 22,563	$ 32,750	$ 27,688	$ 20,107	$ 20,141	$ 17,250	$ 13,625	$ 21,960

TABLE 39.--LARGE PUBLIC UNIVERSITIES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN PUBLIC UNIVERSITIES WITH ENROLLMENTS OF 10,000 AND OVER, 1969-70

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
EXECUTIVE VICE-PRESIDENT	37	$18,100	$27,000	$30,000	$37,062	$47,500
ASSISTANT TO THE PRESIDENT	62	11,700	16,375	20,162	24,000	33,500
PLANNING VICE-PRESIDENT OR DIRECTOR	46	12,000	21,500	26,676	27,754	40,000
DIRECTOR OF ORGANIZED RESEARCH	49	12,305	23,625	26,000	29,937	37,100
DIRECTOR OF INSTITUTIONAL RESEARCH	59	10,800	16,152	19,200	23,000	29,000
PROVOST OR ACADEMIC VICE-PRESIDENT	88	19,795	27,100	30,500	33,500	44,600
DEAN OF ADMINISTRATION OR INSTRUCTION	27	22,320	23,604	26,592	28,125	32,000
DEAN OF THE COLLEGE	12	18,500	23,604	23,604	24,792	34,500
DEAN OF GRADUATE SCHOOL	67	17,975	25,000	27,000	29,690	35,000
DEAN OF ARTS AND SCIENCES	79	17,381	26,075	28,000	30,000	36,000
DEAN, SCHOOL OF AGRICULTURE	35	20,200	26,250	28,300	30,358	34,200
DEAN, SCHOOL OF BUSINESS	69	16,538	25,125	27,000	29,000	36,000
DEAN, SCHOOL OF DENTISTRY	20	22,500	27,440	31,350	32,790	39,000
DEAN, SCHOOL OF EDUCATION	71	18,052	25,000	27,000	29,371	36,500
DEAN, SCHOOL OF ENGINEERING	56	23,000	26,500	28,579	31,900	38,100
DEAN, SCHOOL OF EXTENSION	33	16,500	19,125	24,480	27,000	31,500
DEAN, SCHOOL OF FINE ARTS	44	14,806	23,040	25,000	27,400	32,000
DEAN, SCHOOL OF FORESTRY	11	22,000	25,125	27,000	27,725	31,700
DEAN, SCHOOL OF HOME ECONOMICS	27	14,700	21,458	23,390	24,525	27,000
DEAN, SCHOOL OF JOURNALISM	16	20,000	21,200	23,100	25,500	31,000
DEAN, SCHOOL OF LAW	41	24,616	27,500	29,400	33,245	39,500
DEAN, SCHOOL OF MEDICINE	30	28,000	33,250	37,238	40,000	44,200
DEAN, SCHOOL OF MUSIC	15	18,500	20,020	24,500	27,125	30,500
DEAN, SCHOOL OF NURSING	35	15,837	20,875	22,487	24,232	29,400
DEAN, SCHOOL OF PHARMACY	31	20,000	22,750	25,500	28,000	30,500
DEAN, SCHOOL OF PHYSICAL EDUCATION	17	17,200	19,312	22,000	24,750	26,559
DEAN, SCHOOL OF SOCIAL WELFARE	27	19,700	24,050	26,500	28,000	36,000
DEAN, SCHOOL OF VETERINARY MEDICINE	16	22,800	26,500	28,350	32,000	33,132
DEAN, OTHER	81	10,400	23,500	25,000	28,590	40,000
STUDENT PERSONNEL SERVICES DIRECTOR	94	10,769	20,760	23,604	26,660	34,000
DEAN OF MEN	39	11,000	15,000	17,500	19,625	23,604
DEAN OF WOMEN	42	10,400	14,850	16,495	17,700	22,800
DIRECTOR OF ADMISSIONS	79	10,910	15,891	17,700	21,000	27,900
REGISTRAR	78	10,398	14,740	16,500	20,000	25,500
DIRECTOR OF STUDENT PLACEMENT	75	9,900	13,596	15,792	18,900	27,300
DIRECTOR OF STUDENT TESTING AND COUNSELING	78	11,500	16,000	18,000	19,694	29,000
DIRECTOR OF STUDENT FINANCIAL AID	80	8,710	12,000	13,800	15,800	23,604
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	88	13,718	22,500	28,000	30,500	47,200
DIRECTOR OF DEVELOPMENT	47	11,587	18,090	23,604	27,007	39,000
DIRECTOR OF BUDGET-CONTROLLER	79	12,960	17,000	20,000	22,796	33,000
DIRECTOR OF NON-ACADEMIC PERSONNEL	74	9,000	13,988	16,000	18,084	31,000
DIRECTOR OF PUBLIC RELATIONS	60	10,590	17,700	21,810	24,000	35,500
ALUMNI SERVICES DIRECTOR	57	6,206	13,538	17,300	19,920	28,000
DIRECTOR OF INFORMATION	51	10,590	14,000	16,000	18,300	30,500
LIBRARIAN (HEAD)	87	15,400	20,300	22,500	25,500	33,000
DIRECTOR OF AUDIO-VISUAL SERVICES	47	9,000	13,162	16,000	18,315	24,800
DIRECTOR OF EVENING SCHOOL	17	11,300	17,275	21,500	23,930	31,900
DIRECTOR OF EXTENSION	37	13,855	18,820	21,888	24,360	31,500
DIRECTOR OF SUMMER SESSION	33	11,100	17,470	21,500	24,126	31,900
DIRECTOR OF LABORATORY SCHOOL	26	12,000	15,504	19,400	21,440	24,000
DIRECTOR OF ATHLETICS	71	15,487	20,000	22,300	26,050	35,000
HEAD FOOTBALL COACH	57	10,330	17,691	21,800	25,000	30,000
HEAD BASKETBALL COACH	63	11,400	14,833	16,500	18,324	25,000

TABLE 40.--MID-SIZE PUBLIC UNIVERSITIES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN PUBLIC UNIVERSITIES WITH ENROLLMENTS OF 5,000-9,999, 1969-70

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
EXECUTIVE VICE-PRESIDENT	28	$18,817	$22,000	$23,950	$25,700	$32,240
ASSISTANT TO THE PRESIDENT	35	9,500	14,877	16,752	20,425	29,500
PLANNING VICE-PRESIDENT OR DIRECTOR	23	11,850	16,400	23,000	25,000	26,676
DIRECTOR OF ORGANIZED RESEARCH	28	15,000	20,000	22,000	23,200	30,500
DIRECTOR OF INSTITUTIONAL RESEARCH	44	9,000	15,000	16,785	19,160	24,000
PROVOST OR ACADEMIC VICE-PRESIDENT	65	18,817	22,982	25,000	27,009	35,000
DEAN OF ADMINISTRATION OR INSTRUCTION	21	16,315	21,465	23,500	25,000	35,000
DEAN OF THE COLLEGE	7	18,000	...	23,320	...	23,604
DEAN OF GRADUATE SCHOOL	62	14,871	20,357	22,050	23,470	31,900
DEAN OF ARTS AND SCIENCES	66	16,363	21,000	22,500	24,057	32,500
DEAN, SCHOOL OF AGRICULTURE	20	18,200	21,080	23,000	24,252	27,300
DEAN, SCHOOL OF BUSINESS	59	13,400	20,262	22,000	23,712	31,900
DEAN, SCHOOL OF EDUCATION	59	15,951	20,301	22,000	23,538	29,500
DEAN, SCHOOL OF ENGINEERING	32	15,140	22,800	24,250	27,000	30,500
DEAN, SCHOOL OF EXTENSION	12	18,000	19,000	20,262	22,000	25,750
DEAN, SCHOOL OF FINE ARTS	27	15,800	19,000	20,642	21,975	26,508
DEAN, SCHOOL OF FORESTRY	6	17,800	...	21,500	...	22,500
DEAN, SCHOOL OF HOME ECONOMICS	11	15,110	17,415	18,600	20,400	24,720
DEAN, SCHOOL OF LAW	10	19,000	21,375	23,576	25,050	34,000
DEAN, SCHOOL OF MEDICINE	6	28,000	...	36,000	...	42,640
DEAN, SCHOOL OF MUSIC	5	18,720	...	20,000	...	25,200
DEAN, SCHOOL OF NURSING	21	11,440	16,250	18,900	21,801	26,000
DEAN, SCHOOL OF PHARMACY	8	19,800	...	23,018	...	29,000
DEAN, SCHOOL OF PHYSICAL EDUCATION	6	13,720	...	20,212	...	24,275
DEAN, SCHOOL OF SOCIAL WELFARE	6	17,400	...	23,952	...	30,000
DEAN, OTHER	45	12,976	20,000	22,000	24,000	29,120
STUDENT PERSONNEL SERVICES DIRECTOR	78	13,497	17,750	20,000	22,000	31,900
DEAN OF MEN	58	10,123	12,200	13,800	15,015	19,680
DEAN OF WOMEN	65	9,816	12,000	13,500	15,015	22,236
DIRECTOR OF ADMISSIONS	70	9,001	13,220	16,262	18,190	23,673
REGISTRAR	67	8,250	12,681	14,400	16,526	23,800
DIRECTOR OF STUDENT PLACEMENT	65	7,200	12,000	13,500	16,075	22,650
DIRECTOR OF STUDENT TESTING AND COUNSELING	64	6,760	12,500	14,450	16,000	21,360
DIRECTOR OF STUDENT FINANCIAL AID	68	8,400	10,248	11,760	13,800	17,784
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	78	11,250	18,520	21,002	23,562	30,000
DIRECTOR OF DEVELOPMENT	32	11,520	16,500	19,500	21,036	30,000
DIRECTOR OF BUDGET-CONTROLLER	55	8,164	13,950	16,000	17,161	28,500
DIRECTOR OF NON-ACADEMIC PERSONNEL	46	6,498	10,650	12,475	14,395	18,000
DIRECTOR OF PUBLIC RELATIONS	46	9,011	13,506	16,415	19,000	32,000
ALUMNI SERVICES DIRECTOR	46	6,500	10,225	12,300	14,550	18,600
DIRECTOR OF INFORMATION	40	7,911	11,050	13,900	15,500	20,004
LIBRARIAN (HEAD)	76	11,455	16,000	17,878	20,000	26,700
DIRECTOR OF AUDIO-VISUAL SERVICES	44	8,250	11,400	13,784	16,770	24,000
DIRECTOR OF EVENING SCHOOL	16	11,000	14,800	16,846	18,700	29,400
DIRECTOR OF EXTENSION	31	9,413	13,912	17,600	21,000	24,000
DIRECTOR OF SUMMER SESSION	19	11,800	16,855	19,200	20,162	25,600
DIRECTOR OF LABORATORY SCHOOL	26	9,600	11,223	13,845	15,986	19,440
DIRECTOR OF ATHLETICS	69	12,000	15,000	16,917	19,275	29,800
HEAD FOOTBALL COACH	53	9,400	12,790	15,000	16,975	30,000
HEAD BASKETBALL COACH	59	9,285	11,500	12,620	14,002	18,444

TABLE 41.--SMALL PUBLIC UNIVERSITIES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN PUBLIC UNIVERSITIES WITH ENROLLMENTS UNDER 5,000, 1969-70

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID				
		LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
EXECUTIVE VICE-PRESIDENT	14	$14,500	$18,355	$23,358	$26,907	$38,000
ASSISTANT TO THE PRESIDENT	28	8,502	11,950	15,250	17,970	23,068
PLANNING VICE-PRESIDENT OR DIRECTOR	7	9,672	...	18,500	...	27,900
DIRECTOR OF ORGANIZED RESEARCH	9	10,000	...	23,380	...	30,300
DIRECTOR OF INSTITUTIONAL RESEARCH	28	9,500	15,524	16,950	18,817	29,463
PROVOST OR ACADEMIC VICE-PRESIDENT	41	14,612	22,000	24,506	27,300	34,000
DEAN OF ADMINISTRATION OR INSTRUCTION	20	13,900	20,000	22,825	24,500	33,540
DEAN OF THE COLLEGE	5	18,759	...	23,650	...	26,000
DEAN OF GRADUATE SCHOOL	46	13,312	18,000	20,589	24,311	34,500
DEAN OF ARTS AND SCIENCES	41	11,752	18,570	21,000	22,944	33,500
DEAN, SCHOOL OF AGRICULTURE	9	17,000	...	19,080	...	34,200
DEAN, SCHOOL OF BUSINESS	23	16,116	18,000	20,000	22,550	26,490
DEAN, SCHOOL OF EDUCATION	41	13,962	18,000	20,500	22,632	32,000
DEAN, SCHOOL OF ENGINEERING	16	14,700	20,000	25,939	27,400	34,000
DEAN, SCHOOL OF FINE ARTS	10	16,116	17,985	21,290	23,033	31,500
DEAN, SCHOOL OF HOME ECONOMICS	5	16,000	...	19,300	...	22,500
DEAN, SCHOOL OF LAW	5	18,000	...	22,287	...	27,200
DEAN, SCHOOL OF MEDICINE	6	30,000	...	35,250	...	40,000
DEAN, SCHOOL OF NURSING	10	14,000	14,810	18,000	20,900	26,500
DEAN, OTHER	29	12,000	18,090	20,000	23,287	33,800
STUDENT PERSONNEL SERVICES DIRECTOR	57	9,756	16,125	18,000	22,075	30,000
DEAN OF MEN	40	9,432	11,500	14,325	15,960	29,463
DEAN OF WOMEN	42	9,100	11,600	12,766	14,950	19,760
DIRECTOR OF ADMISSIONS	43	9,600	13,152	15,008	16,642	23,029
REGISTRAR	46	7,055	11,950	14,533	16,500	23,500
DIRECTOR OF STUDENT PLACEMENT	41	8,000	10,973	13,320	16,193	22,581
DIRECTOR OF STUDENT TESTING AND COUNSELING	38	6,700	13,470	15,050	17,036	21,000
DIRECTOR OF STUDENT FINANCIAL AID	50	6,000	10,375	11,675	14,396	19,643
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	55	9,923	16,127	18,017	22,325	29,500
DIRECTOR OF DEVELOPMENT	20	12,200	14,760	17,450	22,000	29,500
DIRECTOR OF BUDGET-CONTROLLER	34	7,362	12,192	15,315	18,685	27,300
DIRECTOR OF NON-ACADEMIC PERSONNEL	24	8,700	9,011	11,455	13,500	19,500
DIRECTOR OF PUBLIC RELATIONS	26	9,975	12,125	13,922	17,782	25,200
ALUMNI SERVICES DIRECTOR	18	7,700	9,882	11,550	12,000	14,175
DIRECTOR OF INFORMATION	25	5,400	10,316	12,000	13,335	15,900
LIBRARIAN (HEAD)	61	11,000	13,940	16,572	19,251	32,500
DIRECTOR OF AUDIO-VISUAL SERVICES	31	6,000	11,376	14,500	16,350	22,720
DIRECTOR OF EVENING SCHOOL	6	8,436	...	15,100	...	24,000
DIRECTOR OF EXTENSION	16	7,380	14,000	16,250	17,460	21,541
DIRECTOR OF SUMMER SESSION	9	15,200	...	16,884	...	21,541
DIRECTOR OF LABORATORY SCHOOL	14	10,200	11,420	16,000	18,159	22,500
DIRECTOR OF ATHLETICS	42	9,120	12,974	15,540	18,500	28,300
HEAD FOOTBALL COACH	26	8,820	11,984	14,042	15,470	21,094
HEAD BASKETBALL COACH	35	9,306	10,381	11,600	14,137	18,600

TABLE 42.--LARGE NONPUBLIC UNIVERSITIES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC UNIVERSITIES WITH ENROLLMENTS OF 5,000 AND OVER, 1969-70

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID				
		LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
EXECUTIVE VICE-PRESIDENT	14	$22,500	$26,000	$30,365	$35,000	$45,000
ASSISTANT TO THE PRESIDENT	17	11,200	12,500	16,500	19,825	28,500
PLANNING VICE-PRESIDENT OR DIRECTOR	12	14,600	23,100	26,450	30,000	33,250
DIRECTOR OF ORGANIZED RESEARCH	18	14,000	20,250	23,900	28,000	34,000
DIRECTOR OF INSTITUTIONAL RESEARCH	13	11,500	16,375	19,300	21,780	30,000
PROVOST OR ACADEMIC VICE-PRESIDENT	19	23,000	28,562	32,500	35,000	40,000
DEAN OF ADMINISTRATION OR INSTRUCTION	7	20,200	...	27,000	...	34,000
DEAN OF GRADUATE SCHOOL	21	18,000	20,750	26,000	27,925	35,000
DEAN OF ARTS AND SCIENCES	28	18,700	24,000	25,400	28,000	35,000
DEAN, SCHOOL OF BUSINESS	28	19,200	22,200	26,000	29,300	35,000
DEAN, SCHOOL OF DENTISTRY	8	25,200	...	28,750	...	35,000
DEAN, SCHOOL OF EDUCATION	21	16,800	23,275	25,000	29,725	37,750
DEAN, SCHOOL OF ENGINEERING	18	19,834	23,650	26,750	30,000	37,000
DEAN, SCHOOL OF EXTENSION	5	20,000	...	26,000	...	29,000
DEAN, SCHOOL OF FINE ARTS	16	16,800	21,000	23,728	26,500	31,000
DEAN, SCHOOL OF LAW	24	19,900	27,000	30,281	32,000	35,000
DEAN, SCHOOL OF MEDICINE	9	34,000	...	39,834	...	45,000
DEAN, SCHOOL OF MUSIC	7	15,000	...	21,000	...	30,000
DEAN, SCHOOL OF NURSING	13	14,000	16,625	18,584	21,125	23,000
DEAN, SCHOOL OF PHARMACY	6	18,700	...	24,121	...	28,500
DEAN, SCHOOL OF SOCIAL WELFARE	12	18,334	24,000	25,000	27,000	30,500
DEAN, OTHER	17	17,500	22,403	25,000	29,750	35,000
STUDENT PERSONNEL SERVICES DIRECTOR	29	9,500	17,500	21,000	23,375	30,000
DEAN OF MEN	15	10,000	12,150	13,500	14,608	18,000
DEAN OF WOMEN	18	9,000	11,612	13,450	14,250	17,337
DIRECTOR OF ADMISSIONS	28	9,700	12,500	16,520	20,000	26,500
REGISTRAR	27	7,800	11,425	15,000	17,812	24,500
DIRECTOR OF STUDENT PLACEMENT	22	8,000	11,700	13,500	14,853	19,000
DIRECTOR OF STUDENT TESTING AND COUNSELING	24	10,000	13,000	16,100	17,000	23,000
DIRECTOR OF STUDENT FINANCIAL AID	26	7,800	12,200	14,550	16,000	18,250
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	26	21,000	24,450	28,375	31,750	45,250
DIRECTOR OF DEVELOPMENT	29	13,800	20,000	25,000	29,125	40,000
DIRECTOR OF BUDGET-CONTROLLER	28	10,800	15,750	17,500	22,000	33,000
DIRECTOR OF NON-ACADEMIC PERSONNEL	19	9,800	13,875	15,300	17,550	20,000
DIRECTOR OF PUBLIC RELATIONS	26	10,500	15,000	20,000	22,000	32,000
ALUMNI SERVICES DIRECTOR	24	8,150	12,750	14,565	16,550	27,500
DIRECTOR OF INFORMATION	10	10,000	10,790	12,500	14,125	18,500
LIBRARIAN (HEAD)	25	11,700	16,475	20,834	22,950	30,000
DIRECTOR OF AUDIO-VISUAL SERVICES	14	10,600	11,350	13,450	13,875	21,388
DIRECTOR OF EVENING SCHOOL	10	12,000	13,275	16,950	19,500	21,500
DIRECTOR OF SUMMER SESSION	12	11,500	15,500	18,750	20,000	32,000
DIRECTOR OF ATHLETICS	29	12,350	15,250	18,000	19,900	28,000
HEAD FOOTBALL COACH	17	11,700	14,550	18,000	19,750	28,000
HEAD BASKETBALL COACH	27	10,500	12,525	13,700	15,250	21,000

TABLE 43.--SMALL NONPUBLIC UNIVERSITIES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC UNIVERSITIES WITH ENROLLMENTS UNDER 5,000, 1969-70

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID				
		LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
EXECUTIVE VICE-PRESIDENT	15	$ 9,000	$19,550	$24,000	$29,000	$42,000
ASSISTANT TO THE PRESIDENT	23	7,200	12,275	14,500	16,050	21,500
PLANNING VICE-PRESIDENT OR DIRECTOR	11	9,600	15,637	23,000	26,125	35,000
DIRECTOR OF ORGANIZED RESEARCH	7	15,000	...	22,500	...	28,000
DIRECTOR OF INSTITUTIONAL RESEARCH	16	10,000	11,000	15,250	17,000	26,000
PROVOST OR ACADEMIC VICE-PRESIDENT	32	17,750	20,500	25,000	28,000	42,500
DEAN OF ADMINISTRATION OR INSTRUCTION	18	14,250	18,450	22,450	24,500	35,000
DEAN OF THE COLLEGE	6	17,000	...	20,350	...	23,000
DEAN OF GRADUATE SCHOOL	29	12,000	19,800	21,000	23,750	36,500
DEAN OF ARTS AND SCIENCES	38	12,500	17,000	19,650	23,400	30,000
DEAN, SCHOOL OF BUSINESS	31	12,720	17,375	20,000	22,975	31,500
DEAN, SCHOOL OF EDUCATION	18	13,900	17,500	22,050	23,750	27,750
DEAN, SCHOOL OF ENGINEERING	20	16,800	18,200	21,500	26,000	33,000
DEAN, SCHOOL OF LAW	17	16,000	18,500	23,200	27,500	30,000
DEAN, SCHOOL OF MUSIC	15	12,300	16,450	18,000	20,500	24,800
DEAN, SCHOOL OF NURSING	15	10,700	14,500	17,000	20,125	22,000
DEAN, SCHOOL OF PHARMACY	5	16,800	...	23,500	...	24,800
DEAN, OTHER	17	9,800	14,375	18,000	20,900	32,500
STUDENT PERSONNEL SERVICES DIRECTOR	55	10,494	14,088	17,120	19,000	30,000
DEAN OF MEN	35	8,000	10,995	12,500	13,850	20,500
DEAN OF WOMEN	40	6,732	9,000	10,150	12,800	21,000
DIRECTOR OF ADMISSIONS	55	5,750	11,000	13,500	16,000	21,500
REGISTRAR	57	5,400	10,675	12,500	14,375	24,000
DIRECTOR OF STUDENT PLACEMENT	43	6,825	9,375	11,500	13,500	18,200
DIRECTOR OF STUDENT TESTING AND COUNSELING	33	8,200	11,000	12,000	13,775	20,000
DIRECTOR OF STUDENT FINANCIAL AID	52	5,580	9,100	10,400	12,000	17,500
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	61	10,000	19,250	23,000	27,250	42,500
DIRECTOR OF DEVELOPMENT	52	10,850	17,500	20,000	24,750	39,000
DIRECTOR OF BUDGET-CONTROLLER	42	9,600	13,550	16,000	18,000	26,000
DIRECTOR OF NON-ACADEMIC PERSONNEL	27	6,000	9,950	12,000	15,262	17,400
DIRECTOR OF PUBLIC RELATIONS	42	5,800	10,700	14,000	17,250	29,500
ALUMNI SERVICES DIRECTOR	49	5,400	10,000	12,000	14,212	22,000
DIRECTOR OF INFORMATION	23	8,200	9,516	12,750	14,062	22,000
LIBRARIAN (HEAD)	52	9,000	12,900	14,600	17,500	22,150
DIRECTOR OF AUDIO-VISUAL SERVICES	15	7,500	9,000	10,400	13,050	17,300
DIRECTOR OF EVENING SCHOOL	18	8,000	13,850	15,950	20,250	26,000
DIRECTOR OF EXTENSION	7	9,316	...	11,500	...	19,499
DIRECTOR OF SUMMER SESSION	14	1,100	11,000	15,475	17,125	20,000
DIRECTOR OF ATHLETICS	47	7,800	12,308	14,400	16,750	25,000
HEAD FOOTBALL COACH	16	10,300	11,000	13,275	14,200	19,000
HEAD BASKETBALL COACH	33	8,374	10,050	11,500	12,725	17,000

TABLE 44.--PUBLIC COLLEGES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN PUBLIC COLLEGES, 1969-70

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID				
		LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
EXECUTIVE VICE-PRESIDENT	22	$16,200	$18,625	$22,558	$24,365	$30,000
ASSISTANT TO THE PRESIDENT	63	7,935	12,512	15,000	17,502	21,620
PLANNING VICE-PRESIDENT OR DIRECTOR	19	13,128	16,017	19,082	21,787	26,676
DIRECTOR OF ORGANIZED RESEARCH	7	14,999	...	21,415	...	29,650
DIRECTOR OF INSTITUTIONAL RESEARCH	48	8,028	13,440	16,025	18,000	31,900
PROVOST OR ACADEMIC VICE-PRESIDENT	44	16,800	20,940	23,774	26,312	29,550
DEAN OF ADMINISTRATION OR INSTRUCTION	88	14,157	19,412	20,700	22,906	32,400
DEAN OF THE COLLEGE	57	10,999	19,091	20,800	23,343	31,900
STUDENT PERSONNEL SERVICES DIRECTOR	128	7,000	15,000	17,000	19,620	31,900
DEAN OF MEN	87	8,000	11,000	12,840	14,443	31,900
DEAN OF WOMEN	94	5,265	10,400	11,950	13,806	21,520
DIRECTOR OF ADMISSIONS	105	5,220	11,596	14,000	16,814	29,529
REGISTRAR	129	5,200	11,412	13,300	15,214	22,620
DIRECTOR OF STUDENT PLACEMENT	89	5,750	10,675	12,730	15,480	21,620
DIRECTOR OF STUDENT TESTING AND COUNSELING	71	6,250	11,963	14,239	16,807	27,600
DIRECTOR OF STUDENT FINANCIAL AID	111	5,429	9,199	10,500	12,422	21,000
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	142	10,404	14,497	17,147	20,000	28,100
DIRECTOR OF DEVELOPMENT	36	9,416	12,900	15,500	18,000	22,000
DIRECTOR OF BUDGET-CONTROLLER	54	8,418	12,120	13,190	15,461	19,920
DIRECTOR OF NON-ACADEMIC PERSONNEL	40	8,040	9,284	11,601	12,710	16,344
DIRECTOR OF PUBLIC RELATIONS	81	8,148	10,534	12,969	15,265	21,620
ALUMNI SERVICES DIRECTOR	39	3,500	8,629	10,440	11,344	17,920
DIRECTOR OF INFORMATION	44	7,020	9,600	10,854	12,000	17,510
LIBRARIAN (HEAD)	139	9,000	13,000	14,500	17,048	27,900
DIRECTOR OF AUDIO-VISUAL SERVICES	54	9,000	11,223	13,525	17,385	21,360
DIRECTOR OF EVENING SCHOOL	26	10,810	14,150	17,531	20,175	31,900
DIRECTOR OF EXTENSION	28	8,004	14,211	16,511	18,200	24,286
DIRECTOR OF SUMMER SESSION	8	12,400	...	17,550	...	24,725
DIRECTOR OF LABORATORY SCHOOL	32	9,000	12,171	14,461	16,486	19,479
DIRECTOR OF ATHLETICS	75	10,000	12,685	14,590	16,631	22,320
HEAD FOOTBALL COACH	44	9,000	10,500	12,101	14,000	18,652
HEAD BASKETBALL COACH	57	8,100	10,236	11,300	12,112	16,320

TABLE 45.--LARGE NONPUBLIC COLLEGES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC COLLEGES WITH ENROLLMENTS OF 1,000 AND OVER, 1969-70

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID				
		LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
EXECUTIVE VICE-PRESIDENT	34	$12,405	$18,000	$20,700	$23,000	$31,575
ASSISTANT TO THE PRESIDENT	73	8,520	11,575	13,500	16,925	23,000
PLANNING VICE-PRESIDENT OR DIRECTOR	22	8,000	13,750	16,960	19,450	23,200
DIRECTOR OF ORGANIZED RESEARCH	5	14,831	...	19,000	...	26,000
DIRECTOR OF INSTITUTIONAL RESEARCH	31	6,750	10,687	13,700	16,708	23,500
PROVOST OR ACADEMIC VICE-PRESIDENT	77	9,396	18,000	20,700	23,000	31,000
DEAN OF ADMINISTRATION OR INSTRUCTION	72	9,600	15,000	17,500	19,000	30,000
DEAN OF THE COLLEGE	80	9,336	16,500	19,000	20,500	27,500
STUDENT PERSONNEL SERVICES DIRECTOR	169	8,000	12,047	14,000	16,475	27,500
DEAN OF MEN	117	6,000	9,000	10,800	12,600	20,500
DEAN OF WOMEN	128	6,600	9,000	10,097	11,720	19,000
DIRECTOR OF ADMISSIONS	180	6,300	10,500	12,327	14,000	21,500
REGISTRAR	179	3,950	9,675	11,000	12,525	19,800
DIRECTOR OF STUDENT PLACEMENT	119	4,400	8,400	9,780	11,512	17,000
DIRECTOR OF STUDENT TESTING AND COUNSELING	87	6,500	9,856	11,161	13,000	20,500
DIRECTOR OF STUDENT FINANCIAL AID	153	2,500	8,425	9,600	10,700	18,800
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	195	6,000	14,478	17,500	20,000	35,000
DIRECTOR OF DEVELOPMENT	168	8,600	13,550	16,500	19,000	35,000
DIRECTOR OF BUDGET-CONTROLLER	123	6,800	10,900	13,000	15,000	26,000
DIRECTOR OF NON-ACADEMIC PERSONNEL	50	7,200	9,000	10,200	12,500	17,000
DIRECTOR OF PUBLIC RELATIONS	112	8,100	10,000	11,500	13,800	29,000
ALUMNI SERVICES DIRECTOR	147	3,500	8,775	10,000	11,500	21,000
DIRECTOR OF INFORMATION	73	5,436	8,600	9,800	11,287	19,200
LIBRARIAN (HEAD)	192	7,000	10,700	12,350	14,400	21,800
DIRECTOR OF AUDIO-VISUAL SERVICES	71	2,500	8,000	9,200	10,628	15,500
DIRECTOR OF EVENING SCHOOL	30	7,500	12,200	13,700	15,650	19,000
DIRECTOR OF EXTENSION	10	9,500	10,270	14,000	17,960	20,800
DIRECTOR OF SUMMER SESSION	15	1,500	2,925	13,100	14,600	18,000
DIRECTOR OF ATHLETICS	138	8,000	11,150	12,900	14,900	21,000
HEAD FOOTBALL COACH	61	5,250	10,325	11,500	12,500	16,000
HEAD BASKETBALL COACH	97	3,000	9,600	10,700	11,800	15,400

TABLE 46.--MID-SIZE NONPUBLIC COLLEGES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC COLLEGES WITH ENROLLMENTS OF 500-999, 1969-70

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
EXECUTIVE VICE-PRESIDENT	25	$ 8,589	$14,000	$17,500	$18,875	$28,500
ASSISTANT TO THE PRESIDENT	60	6,900	10,500	12,200	14,050	24,000
PLANNING VICE-PRESIDENT OR DIRECTOR	15	9,000	11,575	16,000	17,312	26,714
DIRECTOR OF INSTITUTIONAL RESEARCH	17	8,000	10,000	11,500	14,000	18,000
PROVOST OR ACADEMIC VICE-PRESIDENT	54	7,600	14,250	16,550	19,100	28,000
DEAN OF ADMINISTRATION OR INSTRUCTION	92	10,000	13,500	15,800	18,500	26,125
DEAN OF THE COLLEGE	74	5,890	15,150	17,300	19,000	25,000
STUDENT PERSONNEL SERVICES DIRECTOR	154	5,825	10,350	11,565	13,500	21,000
DEAN OF MEN	70	6,000	8,300	9,610	11,100	19,425
DEAN OF WOMEN	104	4,000	7,980	8,890	10,400	19,050
DIRECTOR OF ADMISSIONS	183	6,500	9,115	10,800	12,440	20,599
REGISTRAR	186	4,800	8,000	9,500	11,000	20,599
DIRECTOR OF STUDENT PLACEMENT	59	3,415	7,500	9,000	10,805	17,000
DIRECTOR OF STUDENT TESTING AND COUNSELING	48	6,615	9,000	10,000	12,000	17,700
DIRECTOR OF STUDENT FINANCIAL AID	127	3,080	7,260	8,400	9,600	16,500
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	206	6,300	12,000	14,416	16,972	30,250
DIRECTOR OF DEVELOPMENT	179	4,000	12,000	14,500	16,275	29,000
DIRECTOR OF BUDGET-CONTROLLER	87	6,000	9,178	11,040	13,475	19,767
DIRECTOR OF NON-ACADEMIC PERSONNEL	17	6,084	7,145	9,250	10,708	16,500
DIRECTOR OF PUBLIC RELATIONS	120	6,000	8,400	10,000	12,300	21,000
ALUMNI SERVICES DIRECTOR	121	4,000	7,462	8,700	10,475	16,000
DIRECTOR OF INFORMATION	59	4,000	7,150	8,200	10,000	17,500
LIBRARIAN (HEAD)	194	6,000	9,356	10,950	12,160	20,599
DIRECTOR OF AUDIO-VISUAL SERVICES	26	4,700	6,231	7,500	8,850	11,150
DIRECTOR OF EVENING SCHOOL	13	6,000	9,312	11,800	14,350	52,767
DIRECTOR OF EXTENSION	5	9,500	...	12,750	...	15,900
DIRECTOR OF SUMMER SESSION	5	1,500	...	3,500	...	6,780
DIRECTOR OF ATHLETICS	100	4,350	9,000	11,000	12,500	22,605
HEAD FOOTBALL COACH	31	6,800	8,815	9,600	10,275	13,400
HEAD BASKETBALL COACH	52	4,350	8,000	9,100	10,800	14,000

TABLE 47.--SMALL NONPUBLIC COLLEGES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC COLLEGES WITH ENROLLMENTS UNDER 500, 1969-70

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
EXECUTIVE VICE-PRESIDENT	14	$ 8,100	$ 9,800	$13,167	$16,000	$21,840
ASSISTANT TO THE PRESIDENT	19	6,000	9,025	11,000	12,775	22,000
DIRECTOR OF INSTITUTIONAL RESEARCH	5	7,500	...	10,000	...	16,000
PROVOST OR ACADEMIC VICE-PRESIDENT	18	8,300	13,900	16,000	18,800	32,000
DEAN OF ADMINISTRATION OR INSTRUCTION	71	5,580	11,200	14,000	16,050	28,000
DEAN OF THE COLLEGE	27	6,600	12,334	14,000	18,132	25,000
STUDENT PERSONNEL SERVICES DIRECTOR	52	6,000	8,000	9,850	11,000	21,000
DEAN OF MEN	25	2,000	6,000	7,865	9,687	15,708
DEAN OF WOMEN	29	2,850	5,223	6,800	9,000	16,000
DIRECTOR OF ADMISSIONS	62	6,000	7,828	10,000	11,775	16,500
REGISTRAR	84	4,200	6,240	7,832	9,300	19,820
DIRECTOR OF STUDENT TESTING AND COUNSELING	11	7,000	7,375	8,500	9,210	11,000
DIRECTOR OF STUDENT FINANCIAL AID	28	3,600	5,400	6,500	9,000	14,100
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	95	3,300	8,725	11,200	13,282	28,000
DIRECTOR OF DEVELOPMENT	60	4,700	10,500	12,980	15,000	29,000
DIRECTOR OF BUDGET-CONTROLLER	31	4,200	6,921	8,200	10,792	16,000
DIRECTOR OF PUBLIC RELATIONS	36	5,280	7,000	8,050	10,800	18,000
ALUMNI SERVICES DIRECTOR	21	4,150	6,075	7,250	8,875	14,000
DIRECTOR OF INFORMATION	11	5,670	6,000	8,364	9,100	19,000
LIBRARIAN (HEAD)	107	2,500	7,917	9,400	11,268	25,000
DIRECTOR OF AUDIO-VISUAL SERVICES	6	6,700	...	7,650	...	15,200
DIRECTOR OF ATHLETICS	22	4,200	6,332	8,100	9,100	12,200

VII. SALARIES PAID TO INSTRUCTIONAL PERSONNEL IN 2-YEAR INSTITUTIONS

SALARIES PAID to full-time teachers in 2-year institutions during the 1969-70 session are reported in the following pages of this, the eighth in the biennial series of NEA Research Division studies of salary conditions in the 2-year junior and community colleges. The format established in 1955-56 is maintained, thus providing for year-to-year comparisons and the study of trends.

The major purposes of this report are (a) to provide administrators and others making decisions about the budgetary requirements of 2-year colleges with up-to-date information about salary practices and trends throughout the country, (b) to enable professional workers to review the status of salaries in similar positions in other 2-year colleges, and (c) to record the status of salaries and salary practices as evidence of the significant developments taking place at the junior-college and community-college level.

As observed among 4-year institutions, the distribution of the 2-year institutions by source of control and by region shown in Table 2 provides a background for interpreting the salaries paid to faculty in these institutions. For example, about one-fourth of the public 2-year institutions are in the Far West and Rocky Mountain Regions while only 1 percent of the nonpublic 2-year institutions are in these regions. About 7 nonpublic 2-year institutions in 10 are in the three regions which border on the Atlantic Ocean while this geographic area contains only 5 public 2-year institutions in 10.

In review of the size characteristics of the 2-year institutions grouped by control also contributes to an improved understanding of the salary conditions in the two types of institutions. The average number of full-time teachers reported per public institution (77.2 persons) is about three times as large as the average number per nonpublic 2-year institutions (25.4 persons) which responded to this survey.

Teachers' Salaries in Public 2-Year Institutions

Table 48 shows that 531 public 2-year institutions forwarded their 1969-70 salary reports. The median salary is $10,850. These figures may be compared with the number of institutions and the median salaries reported in previous surveys as follows:

Survey year	Number of institutions	Median salary	Percent of increase in salary over previous two years
1955-56	174	$ 5,470	...
1957-58	195	6,261	14.5%
1959-60	253	6,578	5.1
1961-62	299	7,212	9.6
1963-64	331	7,828	8.5
1965-66	401	8,361	6.8
1967-68	495	9,165	9.6
1969-70	531	10,850	18.4

The range of salaries paid to full-time faculty in public 2-year colleges during 1967-68 is from below $4,000 to $19,000 or higher, exceeding the range of the closed intervals provided in the survey instrument. The interquartile range containing the middle 50 percent of faculty salaries in public 2-year colleges is almost $4,000, from $13,089 down to $9,106.

Of the 39,983 full-time teachers in the 531 reporting public 2-year colleges, only about 4 percent receive salaries of $16,000 or above, and only 10.3 percent are at or above $15,000. The nine-month salary of 5.2 percent of the full-time teachers in public 2-year colleges is less than $7,500.

As in earlier years, wide differences appear in salaries paid among the geographic regions. In four regions the top salaries are at or above $19,000. The range of median salaries among the regions is about $3,300 with the highest ($13,205) in the Far West and the lowest ($8,856) in the Southeast.

The median of salaries in large public 2-year institutions ($11,866) exceeds the median in the small institutions ($9,164) by 29.5 percent.

Teachers' Salaries in Nonpublic 2-Year Institutions

Teachers in nonpublic 2-year colleges receive substantially less than their counterparts in the public institutions. In the

nonpublic institutions the current median salary is $8,190--$2,660 less than in the public 2-year colleges. Two years ago this gap was $1,954.

The number of institutions and the median salaries of teachers in nonpublic junior colleges in these surveys since 1955-56 are as follows:

Survey year	Number of institutions	Median salary	Two-year percent of increase
1955-56	79	$3,613	...
1957-58	76	4,016	11.1%
1959-60	106	4,710	17.3
1961-62	141	5,074	7.7
1963-64	153	5,719	12.7
1965-66	152	6,407	12.0
1967-68	153	7,211	12.5
1969-70	119	8,190	13.6

The salaries of teachers in the 119 reporting nonpublic colleges range from the $18,000-$18,999 interval down to less than $4,000 (see Table 49). Only 6.0 percent receive $11,000 or more, and 25 percent receive $9,297 or more. Less than $6,000 is received by 3.9 percent of the teachers, and $7,345 or less is received by 25 percent.

Among the five regions reporting more than 300 nonpublic junior-college teachers each, the high median is $8,837, being paid in New England; the low, $7,764, in the Southeast. The first quartile of faculty salaries in New England ($7,875) exceeds the median of salaries in the Southeast.

Decile Distribution of Faculty Salaries

The deciles of salaries paid provide a summary of faculty salaries in public, nonpublic, and the total group of 2-year institutions which participated in the 1969-70 survey:

Percentile	Academic year salary, 2-year institutions		
	Public	Nonpublic	Total
90	$15,038	$10,424	$14,950
80	13,677	9,605	13,494
70	12,533	9,018	12,352
60	11,649	8,535	11,445
50 (Median) ...	10,850	8,190	10,626
40	10,092	7,859	9,890
30	9,444	7,532	9,240
20	8,771	7,152	8,583
10	8,005	6,626	7,800

This summary shows that the median salary of all faculty in 2-year institutions is $10,626, that the top 10 percent of salaries are at $14,950 or above, and that the lowest 10 percent of faculty salaries are $7,800 or lower. This shows also that an academic-year salary of $9,200 is exceeded by the salaries of about 70 percent of faculty in public 2-year institutions, but it is not being equalled or exceeded by the salaries of about 70 percent of the faculty in nonpublic 2-year institutions.

Institutional Medians Compared

Tables 50 and 51 give an institutional picture of the salary structure in 2-year colleges. In these tables the institutions are distributed according to their median salaries paid. The institutional median salaries range from a high in the $17,500-$17,999 interval down to a low in the $7,500-$7,999 interval in public institutions, and from a high in the $12,000-$12,499 interval down to a low in the $6,500-$6,999 interval in the nonpublic institutions.

The median of the public institutional median salaries is $11,822; of nonpublic, $10,022. In the Far West all but eight of the 80 reporting public 2-year institutions have median salaries at or above $12,000. In the Southeast only nine of the 108 public institutions have median salaries which equal or exceed $12,000.

Median Percents of Annual Increases

The changes in salaries of 2-year college faculty continuing their employment in the same institution during each of the past two years are reviewed in Tables 52 and 53. Table 52 reviews by type of institution the pattern of salary increases from 1967-68 to 1968-69; Table 53 presents the increases from 1968-69 to 1969-70. About 23 percent of the responding institutions did not report information for the first of these two periods; about 13 percent did not report for the second year. During both years the range of salary changes has been from no change to an increase of 20 percent or more. The percent of institutions reporting no change in average salaries decreased from 6.2 percent last year to 3.7 percent for the current session. The median percent of increase was larger for the current session, 8.4 percent, than for the preceding session, 7.2 percent.

Between sessions the change most frequently reported is an increase of "5 but less than 6" percent; last year about 1 institution in 5 reported this change and this year it is reported by about 1 institution in 7. The proportion of institutions reporting no change or change of less than a 3-percent increase was 7.4 percent last year and 4.6 percent this year. The proportions of institutions reporting an increase of 10 percent or more was 28.0 percent last year and 36.9 percent this year.

The median percent of increase among nonpublic institutions was almost one percentage point lower than among the public institutions last year, but it is 1.7 percentage points lower than among public institutions this year. This series of reports provides a general overview of salary changes in 2-year colleges since 1954-55. Owing to the increase in number of institutions reporting each year, the data are not entirely comparable. However, these median percents of change provide a general indication of the progress achieved during the period covered by these reports (see data in column at the right).

Among public junior colleges the median percent of increase reported for this year has not been equalled during the preceding 10 periods, but in nonpublic institutions the present level has been exceeded twice during the preceding 10 periods.

Period	Median of average percents of change in salaries paid to continuing faculty in 2-year institutions	
	Public	Nonpublic
1954-55 to 1955-56 ..	5.5%	5.9%
1955-56 to 1956-57 ..	5.9	6.1
1956-57 to 1957-58 ..	8.4	6.9
1957-58 to 1958-59 ..	5.4	5.9
1958-59 to 1959-60 ..	5.7	6.8
1959-60 to 1960-61 ..	4.9	6.2
1960-61 to 1961-62 ..	5.9	7.2
1961-62 to 1962-63 ..	5.3	5.7
1962-63 to 1963-64 ..	5.5	5.4
1963-64 to 1964-65 ..	5.6	5.8
1964-65 to 1965-66 ..	5.9	6.5
1965-66 to 1966-67 ..	6.1	6.2
1966-67 to 1967-68 ..	8.1	7.2
1967-68 to 1968-69 ..	7.4	6.5
1968-69 to 1969-70 ..	8.7	7.0

TABLE 48.--PUBLIC 2-YEAR INSTITUTIONS. DISTRIBUTION OF SALARIES PAID TO FULL-TIME TEACHERS IN PUBLIC 2-YEAR INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION AND ENROLLMENT SIZE, 1969-70

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ENROLLMENT 2,000 OR MORE	ENROLLMENT 1,000-1,999	ENROLLMENT LESS THAN 1,000	TOTAL	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$19,000 AND OVER	...	154	1	6	...	...	...	29	147	42	1	190	.5
18,000-18,999 .	...	76	...	11	...	...	...	23	102	8	...	110	.8
17,000-17,999 .	6	91	3	48	1	...	...	75	171	50	3	224	1.3
16,000-16,999 .	13	189	3	133	6	...	...	731	960	100	15	1,075	4.0
15,000-15,999 .	32	278	11	186	57	3	...	1,952	2,118	329	72	2,519	10.3
14,500-14,999 .	26	215	11	176	38	23	...	982	1,131	267	73	1,471	14.0
14,000-14,499 .	23	204	39	301	91	11	...	821	1,121	283	86	1,490	17.7
13,500-13,999 .	11	276	31	328	35	89	1	651	1,092	247	83	1,422	21.3
13,000-13,499 .	71	270	67	320	80	99	1	912	1,387	299	134	1,820	25.8
12,500-12,999 .	39	327	82	358	128	83	7	767	1,268	366	157	1,791	30.3
12,000-12,499 .	48	504	168	464	193	87	11	729	1,517	416	271	2,204	35.8
11,500-11,999 .	90	652	231	423	163	136	17	674	1,627	475	284	2,386	41.8
11,000-11,499 .	149	667	241	513	228	83	23	624	1,515	591	422	2,528	48.1
10,500-10,999 .	117	643	339	394	242	194	35	579	1,431	631	481	2,543	54.5
10,000-10,499 .	155	674	480	378	242	165	39	587	1,421	687	612	2,720	61.3
9,500- 9,999 .	211	804	514	498	256	308	48	522	1,510	863	788	3,161	69.2
9,000- 9,499 .	149	675	725	377	329	297	53	359	1,352	742	870	2,964	76.6
8,500- 8,999 .	184	659	809	412	273	318	64	272	1,210	824	957	2,991	84.1
8,000- 8,499 .	92	529	725	270	272	270	73	168	837	605	957	2,399	90.1
7,500- 7,999 .	90	421	720	95	207	217	51	75	568	510	798	1,876	94.8
7,000- 7,499 .	8	202	558	38	119	120	42	31	235	311	572	1,118	97.5
6,500- 6,999 .	9	41	331	20	50	44	11	14	86	170	264	520	98.8
6,000- 6,499 .	3	11	124	4	19	16	11	10	40	55	103	198	99.3
5,500- 5,999 .	...	3	57	6	18	9	...	3	12	38	46	96	99.6
5,000- 5,499 .	...	1	52	3	9	1	...	6	22	23	27	72	99.8
4,500- 4,999 .	...	...	25	...	7	2	1	2	12	11	14	37	99.9
4,000- 4,499 .	...	...	7	...	11	3	2	2	7	2	16	25	99.9
BELOW $4,000 ...	...	...	5	...	18	1	6	3	3	2	28	33	100.0
TOTAL	1,526	8,566	6,359	5,762	3,092	2,579	496	11,603	22,902	8,947	8,134	39,983	100.0
CONTRIBUTED SERVICES	...	...	10	...	2	...	1	11	11	...	13	24	...
RANGE PAID													
LOWEST INTERVAL	$6,250	$5,250	-$4,000	$5,250	-$4,000	-$4,000	-$4,000	-$4,000	-$4,000	-$4,000	-$4,000	-$4,000	...
FIRST QUARTILE .	8,988	9,203	7,799	9,716	8,579	8,429	8,000	11,215	9,944	8,809	8,086	9,106	...
MEDIAN	10,055	10,705	8,856	11,376	9,918	9,486	8,898	13,205	11,866	10,231	9,164	10,850	...
THIRD QUARTILE .	11,424	12,439	10,122	13,107	11,558	10,921	10,128	14,954	14,011	12,205	10,550	13,089	...
HIGHEST INTERVAL	17,500	19,000+	19,000+	19,000+	17,500	15,500	13,750	19,000+	19,000+	19,000+	19,000+	19,000+	...
NUMBER OF INSTITUTIONS ..	27	91	123	65	74	43	12	96	139	128	264	531	...

TABLE 49.--NONPUBLIC 2-YEAR INSTITUTIONS. DISTRIBUTION OF SALARIES PAID TO FULL-TIME TEACHERS IN NONPUBLIC 2-YEAR INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1969-70

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTHEAST	GREAT LAKES	PLAINS	SOUTHWEST	ROCKY MOUNTAIN	FAR WEST	TOTAL	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11
$19,000 AND OVER	...	...	...	...	...	...	...	...	...	...
18,000-18,999 .	...	1	...	...	...	...	...	...	1	...
17,000-17,999 .	...	...	...	...	...	...	...	...	...	...
16,000-16,999 .	...	...	1	...	1	...	...	...	2	.1
15,000-15,999 .	...	3	1	...	...	...	...	...	4	.3
14,500-14,999 .	...	...	...	1	...	...	...	...	1	.3
14,000-14,499 .	...	...	...	...	4	...	...	...	4	.4
13,500-13,999 .	1	6	...	2	2	...	...	...	11	.8
13,000-13,499 .	4	5	1	...	...	...	...	...	10	1.2
12,500-12,999 .	3	9	1	...	...	...	...	...	13	1.7
12,000-12,499 .	9	7	2	2	4	...	...	...	24	2.6
11,500-11,999 .	9	16	...	4	5	...	...	...	34	3.8
11,000-11,499 .	19	24	7	3	8	...	...	...	61	6.0
10,500-10,999 .	29	23	10	12	9	2	...	...	85	9.1
10,000-10,499 .	51	26	23	30	24	4	...	...	158	14.9
9,500- 9,999 .	65	36	28	22	21	5	...	...	177	21.4
9,000- 9,499 .	84	52	47	29	28	5	...	1	246	30.3
8,500- 8,999 .	89	47	74	35	30	10	...	...	285	40.7
8,000- 8,499 .	75	56	161	51	46	20	...	1	410	55.7
7,500- 7,999 .	66	56	160	57	53	27	...	...	419	71.0
7,000- 7,499 .	47	59	148	28	43	30	...	...	355	83.9
6,500- 6,999 .	34	24	92	19	34	18	...	1	222	92.0
6,000- 6,499 .	13	15	66	1	6	11	...	...	112	96.1
5,500- 5,999 .	2	9	16	3	19	...	...	...	49	97.9
5,000- 5,499 .	2	2	9	...	7	...	...	1	21	98.7
4,500- 4,999 .	1	2	6	1	...	...	...	...	10	99.1
4,000- 4,499 .	...	2	3	2	...	...	...	...	7	99.3
BELOW $4,000 ...	3	1	7	8	...	...	...	...	19	100.0
TOTAL	606	481	863	310	344	132	0	4	2,740	100.0
CONTRIBUTED SERVICES	2	113	21	53	57	...	...	...	246	...
RANGE PAID										
LOWEST INTERVAL	-$ 4,000	-$ 4,000	-$ 4,000	-$ 4,000	$ 5,250	$ 6,250	...	...	-$ 4,000	...
FIRST QUARTILE .	7,875	7,556	7,057	7,636	7,233	7,067	...	...	7,345	...
MEDIAN	8,837	8,654	7,764	8,353	8,109	7,630	...	...	8,190	...
THIRD QUARTILE .	9,796	9,997	8,436	9,474	9,357	8,325	...	...	9,297	...
HIGHEST INTERVAL	13,750	18,500	16,500	14,750	16,500	10,750	...	...	18,500	...
NUMBER OF INSTITUTIONS ..	16	30	35	15	19	3	...	1	119	...

TABLE 50.--DISTRIBUTION OF PUBLIC 2-YEAR INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME TEACHERS FOR NINE MONTHS OF SERVICE, 1969-70

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ENROLLMENT 2,000 OR MORE	ENROLLMENT 1,000-1,999	ENROLLMENT LESS THAN 1,000	TOTAL	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$19,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...	...
18,500-18,999 .	...	...	...	...	...	...	...	...	...	...	...	...	...
18,000-18,499 .	...	...	...	...	...	...	...	...	...	...	...	...	...
17,500-17,999 .	...	...	...	...	...	...	...	1	1	...	...	1	.2
17,000-17,499 .	...	...	...	...	...	...	...	...	...	...	...	...	.2
16,500-16,999 .	...	...	...	...	...	...	...	4	3	...	1	4	1.1
16,000-16,499 .	...	...	...	...	2	...	...	8	5	3	2	10	3.2
15,500-15,999 .	...	1	...	2	...	...	...	10	8	4	1	13	6.0
15,000-15,499 .	...	2	...	...	1	...	...	14	13	3	1	17	9.7
14,500-14,999 .	...	2	...	5	2	...	...	10	10	5	4	19	13.8
14,000-14,499 .	1	3	...	3	1	1	...	8	7	4	6	17	17.5
13,500-13,999 .	...	2	2	10	4	...	...	2	14	2	4	20	21.8
13,000-13,499 .	5	10	1	5	3	...	...	5	14	9	6	29	28.1
12,500-12,999 .	2	6	1	8	8	1	1	3	8	11	11	30	34.6
12,000-12,499 .	10	13	5	6	2	3	1	7	7	20	20	47	44.7
11,500-11,999 .	5	17	14	11	7	7	2	6	15	20	34	69	59.6
11,000-11,499 .	2	7	12	1	12	3	4	2	4	9	30	43	68.9
10,500-10,999 .	1	17	26	3	11	7	2	...	5	17	45	67	83.4
10,000-10,499 .	...	5	19	...	4	7	1	...	3	5	28	36	91.1
9,500- 9,999 .	1	2	10	...	2	7	1	...	1	2	20	23	96.1
9,000- 9,499 .	...	...	11	...	...	...	...	...	...	3	8	11	98.5
8,500- 8,999 .	...	...	4	...	...	...	...	...	...	2	2	4	99.4
8,000- 8,499 .	...	...	2	...	...	...	...	...	...	...	2	2	99.8
7,500- 7,999 .	...	...	1	...	...	...	...	...	...	...	1	1	100.0
7,000- 7,499 .	...	...	...	...	...	...	...	...	...	...	...	...	100.0
6,500- 6,999 .	...	...	...	...	...	...	...	...	...	...	...	...	100.0
6,000- 6,499 .	...	...	...	...	...	...	...	...	...	...	...	...	100.0
5,500- 5,999 .	...	...	...	...	...	...	...	...	...	...	...	...	100.0
NUMBER OF INSTITUTIONS REPORTING AT LEAST 5 TEACHERS	27	87	108	54	59	36	12	80	118	119	226	463	100.0

TABLE 51.--DISTRIBUTION OF NONPUBLIC 2-YEAR INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME TEACHERS FOR NINE MONTHS OF SERVICE, 1969-70

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ENROLLMENT 2,000 OR MORE	ENROLLMENT 1,000-1,999	ENROLLMENT LESS THAN 1,000	TOTAL	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$19,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...	...
18,500-18,999 .	...	...	...	...	...	...	...	...	...	...	...	...	...
18,000-18,499 .	...	...	...	...	...	...	...	...	...	...	...	...	...
17,500-17,999 .	...	...	...	...	...	...	...	...	...	...	...	...	...
17,000-17,499 .	...	...	...	...	...	...	...	...	...	...	...	...	...
16,500-16,999 .	...	...	...	...	...	...	...	...	...	...	...	...	...
16,000-16,499 .	...	...	...	...	...	...	...	...	...	...	...	...	...
15,500-15,999 .	...	...	...	...	...	...	...	...	...	...	...	...	...
15,000-15,499 .	...	...	...	...	...	...	...	...	...	...	...	...	...
14,500-14,999 .	...	...	...	...	...	...	...	...	...	...	...	...	...
14,000-14,499 .	...	...	...	...	...	...	...	...	...	...	...	...	...
13,500-13,999 .	...	...	...	...	...	...	...	...	...	...	...	...	...
13,000-13,499 .	...	...	...	...	...	...	...	...	...	...	...	...	...
12,500-12,999 .	...	...	...	...	...	...	...	...	...	...	...	...	...
12,000-12,499 .	...	1	...	...	...	...	...	...	...	...	1	1	1.0
11,500-11,999 .	1	3	...	2	...	1	...	...	...	2	5	7	7.9
11,000-11,499 .	4	...	...	...	4	...	...	...	...	2	6	8	15.8
10,500-10,999 .	4	3	2	3	1	...	...	...	...	1	12	13	28.7
10,000-10,499 .	4	3	8	4	3	...	...	...	...	4	18	22	50.5
9,500- 9,999 .	2	6	9	1	2	2	...	...	1	...	21	22	72.3
9,000- 9,499 .	...	6	7	1	3	...	...	...	...	...	17	17	89.1
8,500- 8,999 .	...	...	2	...	1	...	...	...	...	...	3	3	92.1
8,000- 8,499 .	...	...	3	...	1	...	...	...	...	...	4	4	96.0
7,500- 7,999 .	...	...	...	...	1	...	...	...	...	...	1	1	97.0
7,000- 7,499 .	...	...	1	...	1	...	...	...	...	...	2	2	99.0
6,500- 6,999 .	...	...	1	...	...	...	...	...	...	...	1	1	100.0
6,000- 6,499 .	...	...	...	...	...	...	...	...	...	...	...	...	100.0
5,500- 5,999 .	...	...	...	...	...	...	...	...	...	...	...	...	100.0
NUMBER OF INSTITUTIONS REPORTING AT LEAST 5 TEACHERS	15	22	33	11	17	3	...	...	1	9	91	101	100.0

TABLE 52. -- SALARY INCREASES, 1967-68 TO 1968-69 - NUMBER OF PUBLIC AND NONPUBLIC 2-YEAR COLLEGES REPORTING PERCENTS OF CHANGE IN AVERAGE SALARIES PAID TO CONTINUING FULL-TIME TEACHERS

PERCENT OF CHANGE	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
NO CHANGE	16	15	31	6.2
INCREASE OF				
LESS THAN 1	...	...	...	...
1 BUT LESS THAN 2 ..	2	...	2	.4
2 BUT LESS THAN 3 ..	2	2	4	.8
3 BUT LESS THAN 4 ..	15	4	19	3.8
4 BUT LESS THAN 5 ..	17	3	20	4.0
5 BUT LESS THAN 6 ..	83	21	104	20.7
6 BUT LESS THAN 7 ..	48	12	60	11.9
7 BUT LESS THAN 8 ..	51	11	62	12.3
8 BUT LESS THAN 9 ..	28	4	32	6.4
9 BUT LESS THAN 10 ..	22	6	28	5.6
10 BUT LESS THAN 11 ..	59	9	68	13.5
11 BUT LESS THAN 13 ..	19	8	27	5.4
13 BUT LESS THAN 15 ..	19	1	20	4.0
15 BUT LESS THAN 20 ..	11	3	14	2.8
20 OR MORE	10	2	12	2.4
TOTAL	402	101	503	100.2*
NOT INDICATED	129	18	147	
MEDIAN PERCENT OF CHANGE	7.4	6.5	7.2	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 53. -- SALARY INCREASES, 1968-69 TO 1969-70 - NUMBER OF PUBLIC AND NONPUBLIC 2-YEAR COLLEGES REPORTING PERCENTS OF CHANGE IN AVERAGE SALARIES PAID TO CONTINUING FULL-TIME TEACHERS

PERCENT OF CHANGE	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
NO CHANGE	11	10	21	3.7
INCREASE OF				
LESS THAN 1	1	1	2	.4
1 BUT LESS THAN 2 ..	...	...	...	...
2 BUT LESS THAN 3 ..	2	1	3	.5
3 BUT LESS THAN 4 ..	7	3	10	1.8
4 BUT LESS THAN 5 ..	17	7	24	4.3
5 BUT LESS THAN 6 ..	63	19	82	14.6
6 BUT LESS THAN 7 ..	41	12	53	9.4
7 BUT LESS THAN 8 ..	49	12	61	10.8
8 BUT LESS THAN 9 ..	51	9	60	10.7
9 BUT LESS THAN 10 ..	31	8	39	6.9
10 BUT LESS THAN 11 ..	51	12	63	11.2
11 BUT LESS THAN 13 ..	56	6	62	11.0
13 BUT LESS THAN 15 ..	20	4	24	4.3
15 BUT LESS THAN 20 ..	33	1	34	6.0
20 OR MORE	23	2	25	4.4
TOTAL	456	107	563	100.0
NOT INDICATED	75	12	87	
MEDIAN PERCENT OF CHANGE	8.7	7.0	8.4	

VIII. SALARY-RELATED POLICIES IN 2-YEAR INSTITUTIONS

THE PRESENCE OF selected salary practices reported by 2-year institutions is summarized in this section. Also, up-dating the information reported in previous studies, this section contains a review of the presence and application of salary schedules in 2-year institutions. The levels of scheduled salaries and an analysis of the salary schedule provisions will be published separately within a few months. The supplementary report will follow the format of the exploratory study issued in 1967 based on the salary schedules received in the 1965-66 biennial survey (Faculty Salary Schedules in Public Community-Junior Colleges, 1965-66, Research Report 1967-R9).

Table 54 shows for each salary policy the number of institutions which report (a) that the policy is practiced and is documented in the salary schedule or in other materials, (b) the policy is practiced but the institution has not documented the policy, or (c) the policy is not practiced in the institution. The summaries in columns 7 and 9 of Table 54 show the total percentages of institutions and of faculty involved in each response category.

Qualifications required for initial appointment (academic preparation)--About three-fourths of the institutions which employ about five-sixths of faculty reported having documented specification of the minimum qualifications required for initial appointment to faculty status which includes academic preparation. This documented provision is more widely observed in public 2-year institutions (81.1 percent) than in the nonpublic institutions (50.9 percent). Among the public institutions this policy is more widespread among those not having faculty ranks (86.9 percent) than among those having faculty ranks (73.6 percent). This pattern is reversed among the nonpublic institutions where this specification is reported by 43.3 percent of the institutions without faculty ranks and by 61.2 percent of the institutions having faculty ranks. Only 5.6 percent of the 2-year institutions, employing only 3.8 percent of the faculty reported that they do not have a specification of academic preparation as a qualification for initial appointment to faculty status.

Qualifications required for initial appointment (teaching experience)--Specification relating to teaching experience as one of the qualifications required for initial appointment to faculty status is reported to be documented by 64.5 percent of the two-year institutions which employ 75.3 percent of all 2-year faculty. This policy is more prevalent among public 2-year institutions (70.0 percent) than among the nonpublic institutions (39.7 percent). It is reported more widely among public institutions without faculty ranks (77.1 percent) than among the public institutions having faculty ranks (60.8 percent). Among the nonpublic institutions it is more widely reported among those having faculty ranks (55.1 percent) than among those not having faculty ranks (28.4 percent). About 1 in 6 of the 2-year institutions reported that teaching experience is not among the qualifications specified for initial appointment to faculty status.

Qualifications for initial appointment to faculty status (other)--Documented specification of qualifications other than academic preparation and teaching experience is reported by more than one-fourth of the 2-year institutions which employ about one-third of the faculty. These qualifications (research, personal qualifications, etc.) are more widely reported to be documented among the public institutions (29.0 percent) than among the nonpublic institutions (22.4 percent). Among both public and nonpublic institutions the documented policy is more prevalent in those having faculty ranks (41.0 percent in public institutions and 36.7 percent of nonpublic institutions) than in those not having faculty ranks (19.9 percent of public institutions and 11.9 percent of nonpublic institutions). More than 2 in 5 of the 2-year institutions reported that they do not specify research, personal characteristics, etc., as qualifications required for initial appointment to faculty status.

Faculty salaries interrelated by index or ratio--About 3 in 10 of the 2-year institutions reported having a documented policy which provides that faculty salaries are interrelated by use of an index or ratio. These institutions employ about one-third of the faculty in 2-year institutions. This documented practice is most prevalent among the public institutions which do not have faculty ranks (43.1 percent). Only 27.8 percent of the public institutions with faculty ranks and 14.7 percent of the nonpublic institutions report having a documented policy which provides for this practice. Almost two-thirds of the institutions which employ 3 faculty members in 5 reported this practice is not followed.

Objective provisions for salary increments--Almost two-thirds of the 2-year institutions which employ about three-fourths of the faculty reported having a documented policy which describes in objective terms the basis on which salary increments are awarded (annual, service, etc.). This documented policy is reported by 70.0 percent of the public institutions and by only 39.7 percent of the nonpublic institutions. Among the public 2-year institutions it is more widely reported by those which do not have faculty ranks (79.5 percent) than among those which have faculty ranks (57.7 percent). More than one-fifth of the 2-year institutions which employ about one-tenth of the faculty reported that their institutions do not describe in objective terms the basis on which salary increments are awarded.

Longevity increments--Almost one-fourth of the 2-year institutions which employ more than one-fourth of the faculty report having a documented policy providing special salary increments for longevity. This practice is most widely reported among public 2-year institutions which do not have faculty ranks (32.7 percent). It is reported by 12.8 percent of the public institutions having faculty ranks and by 18.1 percent of all nonpublic institutions. More than seven 2-year institutions in 10 which employ an almost equal proportion of the faculty report that their institutions do not award special salary increments for longevity.

Extended-year contracts related to academic-year by a formula--About half of the 2-year institutions, employing more than 3 faculty members in 5, reported having a documented policy which provides that the salaries of faculty employed beyond the academic year (11 or 12 months, summer school) are related to the academic-year salary by a formula. This practice is more widespread among public institutions (56.7 percent) than among the nonpublic institutions (16.4 percent). It is more prevalent among institutions which do not have faculty ranks (65.7 percent of public and 14.9 percent of nonpublic) than among those which have faculty ranks (44.9 percent of public and 18.4 percent of nonpublic). About 3 institutions in 8 which employ slightly more than one-fourth of the faculty reported they either do not employ faculty beyond the regular academic year or they do not practice a policy which provides that the salary of persons employed beyond the academic year are related to the academic-year salary by a formula.

Special salary differentials--Less than 1 percent of the 2-year institutions which employ less than 1 percent of the faculty reported having a documented policy which provides for special salary differentials for men, married men, or persons with dependents.

Administrative salaries related to faculty salaries--Almost one-fourth of the 2-year institutions which employ more than one-third of all faculty report having a documented policy which provides that administrative and supervisory staff salaries are related to faculty salaries by a formula or ratio. This documented policy is more widely reported among public institutions (26.5 percent) than among the nonpublic institutions (7.8 percent). About 7 institutions in 10 which employ about three-fifths of the faculty reported that they do not follow a practice which provides that administrative and supervisory staff salaries are related to faculty salaries by a formula or ratio.

Formal procedure for communication between governing board and faculty--About one-fourth of the institutions which employ almost one-third of the faculty in 2-year institutions reported having a documented policy which provides that on matters of faculty salary or welfare, a formal procedure is maintained by which representatives of the governing board or the administration agree to confer with faculty representatives. This policy is more widely reported among public institutions (28.6 percent) than among nonpublic institutions (12.5 percent). A policy specifying that the formal procedure include negotiation between representatives of the governing board or the administration and the faculty on matters of faculty salary or welfare is reported by 11.8 percent of the institutions which employ 16.0 percent of the faculty. All but one of the 74 institutions reporting the presence of a documented policy which provides for negotiation are public institutions. About two-fifths of the institutions which employ more than one-fourth of the faculty report their institutions do not practice the policy which provides for conference or negotiation between representatives of the governing board or the administration on matters of faculty salary or welfare.

Institutions without faculty ranks, salaries based, in part, on academic preparation--Among the 2-year institutions which do not have faculty ranks, more than four-fifths of the institutions which employ about nine-tenths of the faculty reported having a documented policy which provides that differences in salaries paid are based, in part, on the level of academic preparation completed. This documented policy is more widespread among the public institutions (89.1 percent) than in the nonpublic institutions (50.8 percent). Only 3.1 percent of the selected institutions which employ only 2.9 percent of the faculty reported that they do not base differences in salaries, in part, on the level of academic preparation completed.

Institutions without faculty ranks, progress in salary related to academic preparation--About three-fourths of the institutions which employ almost seven-eights of the faculty involved in the institutions which do not have faculty ranks reported practicing a documented policy

which provides that progress toward higher salary for persons having a given academic preparation level (B.A., M.A.) depends upon completion of additional academic credit. This documented policy is more widely reported by public institutions (84.6 percent) than by the nonpublic institutions (33.3 percent) which do not have faculty ranks. Only 13.0 percent of the selected institutions which employ only 8.7 percent of the faculty report that they do not follow a policy which provides that progress toward higher salary for persons having a given academic preparation level depends upon completion of additional academic credit.

Institutions with faculty ranks, qualifications for appointment or promotion--Almost seven-tenths of the 2-year institutions which have faculty ranks reported having a documented policy which prescribes a level of academic preparation required for appointment or promotion to a given rank. These institutions employ 78.6 percent of the faculty in institutions having faculty ranks. Almost one-fourth of the institutions having faculty ranks, which employ almost one-sixth of the faculty, reported that their institutions do not prescribe a level of academic preparation for appointment or promotion to a given rank.

Documented description of teaching experience as a requirement for appointment or promotion to a given rank is reported by almost three-fourths of the 2-year institutions which have faculty ranks. These institutions employ about an equal proportion of faculty in institutions which have faculty ranks. No prescription of teaching experience is reported by almost one-fifth of the 2-year institutions (having faculty ranks) which employ about one-sixth of the faculty.

Institutions with faculty ranks, salary differentials within ranks--About one-third of 2-year institutions which have faculty ranks reported having a documented policy which provides that salary differentials are maintained within ranks on the basis of level of academic preparation. These institutions employ about two-fifths of all faculty employed in 2-year institutions which have faculty ranks. More than half of the selected institutions reported that they do not maintain salary differentials within ranks on the basis of level of academic preparation; these institutions employ almost half of the faculty in institutions which have faculty ranks.

Institutions with faculty ranks, distribution among ranks--About one-eighth of the 2-year institutions having faculty ranks reported having a documented policy which requires that assignment of a given rank depends on the proportion of the faculty already having the given rank. These institutions employ 18.9 percent of the faculty in 2-year institutions which have faculty ranks. About three-fourths of the institutions having faculty ranks, employing about seven-tenths of the faculty of institutions having faculty ranks, reported they do not practice the policy which provides that assignment of a given rank depends on the proportion of the faculty already having the given rank.

Salary Schedules

In the public schools the use of a formal salary schedule is quite general. It is common practice among practically all large school systems to adhere closely to well-defined and publicly announced schedules with stipulated provisions for the entry of new teachers and for step-by-step increments.

At the other extreme are the institutions which grant the 4-year or higher degree where salary schedules, if in effect at all, tend to be less specific in their provisions. In many instances, the universities and colleges do no more than start with an announced minimum for each rank and leave open the upper levels for one, two, or perhaps all ranks. Again, these senior institutions frequently do not stipulate the amount of periodic increments.

In the use of salary schedules the 2-year institutions seem to occupy a middle place between the public schools and the 4-year institutions. Among the 531 reporting public 2-year colleges, those having official salary schedules predominate, 433 to 98 as shown in Table 55. Among the 119 reporting nonpublic junior colleges, the majority (56.3 percent) have no offical salary schedule at this time. The total number of institutions contemplating the adoption of a salary scale is 4.6 percent of the total number of institutions reporting.

The agency most widely reported to be responsible for establishing the provisions of the salary schedule in 2-year institutions is the institution board or junior college district board. As shown in Table 56, this is reported by more than two-thirds of the public and nonpublic 2-year institutions which have salary schedules. A faculty administration committee of the institution and/or the state board are next most frequently reported by public institutions as one who is responsible for establishing the provisions of the salary schedule. Third in frequency of listing is the president of the institution, reported by almost one-fifth of the public 2-year institutions which have a salary schedule.

Tables 57 and 58 show that 2-year institutions having salary schedules tend to adhere to them rather strictly. The same salary provisions are applied to all departments in 94.6 percent of the institutions having salary schedules. Also, only about one-sixth of the 2-year institutions having salary schedules reported that in order to obtain faculty in fields of scarcity it was necessary to offer a prospective faculty member a beginning salary higher than the schedule provides for a person with his qualifications.

TABLE 54. -- SELECTED SALARY PRACTICES IN 650 2-YEAR INSTITUTIONS HAVING AND NOT HAVING FACULTY RANKS, 1969--70

SALARY POLICY AND PRACTICE	NUMBER OF INSTITUTIONS: PUBLIC WITHOUT FACULTY RANKS	PUBLIC WITH FACULTY RANKS	NONPUBLIC WITHOUT FACULTY RANKS	NONPUBLIC WITH FACULTY RANKS	TOTAL NUMBER	TOTAL PERCENT	FULL-TIME FACULTY NUMBER	FULL-TIME FACULTY PERCENT
1	2	3	4	5	6	7	8	9
1. QUALIFICATIONS SPECIFIED FOR INITIAL APPOINTMENT TO FACULTY STATUS INCLUDE -								
(A) ACADEMIC PREPARATION								
PRACTICED AND DOCUMENTED	258	167	29	30	484	75.6	36,424	84.5
PRACTICED, NOT DOCUMENTED	34	39	30	17	120	18.8	5,066	11.8
NOT PRACTICED	5	21	8	2	36	5.6	1,618	3.8
NOT INDICATED	4	3	3	...	10		907	
(B) TEACHING EXPERIENCE								
PRACTICED AND DOCUMENTED	229	138	19	27	413	64.5	32,466	75.3
PRACTICED, NOT DOCUMENTED	32	45	23	16	116	18.1	4,952	11.5
NOT PRACTICED	36	44	25	6	111	17.3	5,690	13.2
NOT INDICATED	4	3	3	...	10		907	
(C) RESEARCH, PERSONAL QUALIFICATIONS, ETC.								
PRACTICED AND DOCUMENTED	59	93	8	18	178	27.8	14,553	33.8
PRACTICED, NOT DOCUMENTED	77	50	27	15	169	26.4	10,761	25.0
NOT PRACTICED	161	84	32	16	293	45.8	17,794	41.3
NOT INDICATED	4	3	3	...	10		907	
2. FACULTY SALARIES ARE INTERRELATED BY USE OF AN INDEX OR RATIO -								
PRACTICED AND DOCUMENTED	128	63	8	9	208	32.5	14,856	34.5
PRACTICED, NOT DOCUMENTED	8	4	4	6	22	3.4	837	1.9
NOT PRACTICED	161	160	55	34	410	64.1	27,415	63.6
NOT INDICATED	4	3	3	...	10		907	
3. THE BASIS ON WHICH SALARY INCREMENTS ARE AWARDED IS DESCRIBED IN OBJECTIVE TERMS (ANNUAL, SERVICE, ETC.)								
PRACTICED AND DOCUMENTED	236	131	24	22	413	64.5	33,106	76.8
PRACTICED, NOT DOCUMENTED	20	37	19	13	89	13.9	5,052	11.7
NOT PRACTICED	41	59	24	14	138	21.6	4,950	11.5
NOT INDICATED	4	3	3	...	10		907	
4. SPECIAL SALARY INCREMENTS ARE AWARDED FOR LONGEVITY -								
PRACTICED AND DOCUMENTED	97	29	15	6	147	23.0	12,099	28.1
PRACTICED, NOT DOCUMENTED	7	9	8	4	28	4.4	1,116	2.6
NOT PRACTICED	193	189	44	39	465	72.7	29,893	69.3
NOT INDICATED	4	3	3	...	10		907	
5. SALARIES OF FACULTY EMPLOYED BEYOND THE ACADEMIC YEAR (11 OR 12 MONTHS, SUMMER SCHOOL) ARE RELATED TO THE ACADEMIC-YEAR SALARY BY A FORMULA -								
PRACTICED AND DOCUMENTED	195	102	10	9	316	49.4	26,706	62.0
PRACTICED, NOT DOCUMENTED	32	29	15	9	85	13.3	4,842	11.2
NOT PRACTICED	70	96	42	31	239	37.3	11,560	26.8
NOT INDICATED	4	3	3	...	10		907	
6. SPECIAL SALARY DIFFERENTIALS ARE GIVEN TO MEN, MARRIED MEN, OR PERSONS WITH DEPENDENTS -								
PRACTICED AND DOCUMENTED	...	...	3	2	5	.8	139	.3
PRACTICED, NOT DOCUMENTED	2	...	6	1	9	1.4	328	.8
NOT PRACTICED	295	227	58	46	626	97.8	42,641	98.9
NOT INDICATED	4	3	3	...	10		907	
7. ADMINISTRATIVE AND SUPERVISORY STAFF SALARIES ARE RELATED TO FACULTY SALARIES BY A FORMULA OR RATIO -								
PRACTICED AND DOCUMENTED	86	53	5	4	148	23.1	15,358	35.6
PRACTICED, NOT DOCUMENTED	10	11	5	3	29	4.5	1,248	2.9
NOT PRACTICED	201	163	57	42	463	72.3	26,502	61.5
NOT INDICATED	4	3	3	...	10		907	

TABLE 54. -- SELECTED SALARY PRACTICES IN 650 2-YEAR INSTITUTIONS HAVING AND NOT HAVING FACULTY RANKS, 1969--70 (CONTINUED)

SALARY POLICY AND PRACTICE	NUMBER OF INSTITUTIONS: PUBLIC WITHOUT FACULTY RANKS	PUBLIC WITH FACULTY RANKS	NONPUBLIC WITHOUT FACULTY RANKS	NONPUBLIC WITH FACULTY RANKS	TOTAL NUMBER	TOTAL PERCENT	FULL-TIME FACULTY NUMBER	FULL-TIME FACULTY PERCENT
1	2	3	4	5	6	7	8	9
8. ON MATTERS OF FACULTY SALARY OR WELFARE, A FORMAL PROCEDURE IS MAINTAINED BY WHICH REPRESENTATIVES OF THE GOVERNING BOARD OR THE ADMINISTRATION AGREE TO -								
(A) CONFER WITH FACULTY REPRESENTATIVES								
PRACTICED AND DOCUMENTED	97	51	6	8	162	25.8	14,021	33.2
PRACTICED, NOT DOCUMENTED	70	39	13	6	128	20.3	9,746	23.1
NOT PRACTICED	68	102	43	32	245	39.0	10,550	25.0
(B) NEGOTIATE WITH FACULTY REPRESENTATIVES								
PRACTICED AND DOCUMENTED	48	25	...	1	74	11.8	6,763	16.0
PRACTICED, NOT DOCUMENTED	5	4	2	...	11	1.7	423	1.0
NOT PRACTICED	4	4	1	...	9	1.4	729	1.7
(C) NOT INDICATED	9	5	5	2	21		1,783	
9. DIFFERENCES IN SALARIES PAID ARE BASED, IN PART, ON THE LEVEL OF ACADEMIC PREPARATION COMPLETED -								
PRACTICED AND DOCUMENTED	261	N.A.	31	N.A.	292	82.5	21,161	91.0
PRACTICED, NOT DOCUMENTED	25	N.A.	26	N.A.	51	14.4	1,401	6.0
NOT PRACTICED	7	N.A.	4	N.A.	11	3.1	683	2.9
NOT INDICATED	8	N.A.	9	N.A.	17		1,290	
10. PROGRESS TOWARD HIGHER SALARY FOR PERSONS HAVING A GIVEN ACADEMIC PREPARATION LEVEL (E.G. B.A., M.A.) DEPENDS UPON COMPLETION OF ADDITIONAL ACADEMIC CREDIT -								
PRACTICED AND DOCUMENTED	248	N.A.	20	N.A.	268	75.9	19,970	86.3
PRACTICED, NOT DOCUMENTED	22	N.A.	17	N.A.	39	11.0	1,160	5.0
NOT PRACTICED	23	N.A.	23	N.A.	46	13.0	2,021	8.7
NOT INDICATED	8	N.A.	10	N.A.	18		1,384	
11. A PRESCRIBED LEVEL OF ACADEMIC PREPARATION IS REQUIRED FOR APPOINTMENT OR PROMOTION TO A GIVEN RANK -								
PRACTICED AND DOCUMENTED	N.A.	153	N.A.	33	186	69.1	14,896	78.6
PRACTICED, NOT DOCUMENTED	N.A.	13	N.A.	9	22	8.2	1,164	6.1
NOT PRACTICED	N.A.	55	N.A.	6	61	22.7	2,880	15.2
NOT INDICATED	N.A.	9	N.A.	1	10		540	
12. A PRESCRIBED NUMBER OF YEARS OF EXPERIENCE IS REQUIRED FOR APPOINTMENT OR PROMOTION TO A GIVEN RANK -								
PRACTICED AND DOCUMENTED	N.A.	164	N.A.	31	195	72.5	14,016	74.8
PRACTICED, NOT DOCUMENTED	N.A.	12	N.A.	12	24	8.9	1,645	8.8
NOT PRACTICED	N.A.	45	N.A.	5	50	18.6	3,083	16.4
NOT INDICATED	N.A.	9	N.A.	1	10		736	
13. SALARY DIFFERENTIALS ARE MAINTAINED WITHIN RANKS ON THE BASIS OF LEVEL OF ACADEMIC PREPARATION -								
PRACTICED AND DOCUMENTED	N.A.	78	N.A.	13	91	35.5	7,603	41.5
PRACTICED, NOT DOCUMENTED	N.A.	23	N.A.	11	34	13.3	1,835	10.0
NOT PRACTICED	N.A.	109	N.A.	22	131	51.2	8,883	48.5
NOT INDICATED	N.A.	20	N.A.	3	23		1,159	
14. ASSIGNMENT OF A GIVEN RANK DEPENDS ON THE PROPORTION OF THE FACULTY ALREADY HAVING GIVEN RANK -								
PRACTICED AND DOCUMENTED	N.A.	33	N.A.	2	35	13.2	3,592	18.9
PRACTICED, NOT DOCUMENTED	N.A.	24	N.A.	5	29	10.9	2,051	10.8
NOT PRACTICED	N.A.	164	N.A.	37	201	75.8	13,347	70.3
NOT INDICATED	N.A.	9	N.A.	5	14		490	

NOTE - ITEMS 9 AND 10 ARE FOR INSTITUTIONS WHICH DO NOT HAVE FACULTY RANKS.
ITEMS 11 THROUGH 14 ARE FOR INSTITUTIONS WHICH HAVE FACULTY RANKS.

TABLE 55. -- OFFICIAL SALARY SCHEDULES - NUMBER OF PUBLIC AND NONPUBLIC 2-YEAR COLLEGES REPORTING AN OFFICIAL SALARY SCHEDULE, FALL 1969

ITEM	PUBLIC	NONPUBLIC	TOTAL
1	2	3	4
INSTITUTIONS WITH OFFICIAL SALARY SCHEDULE	433	52	485
INSTITUTIONS WITH NO OFFICIAL SALARY SCHEDULE	98	67	165
INSTITUTIONS THAT CONTEMPLATE ADOPTING A SALARY SCHEDULE ...	11	19	30
INSTITUTIONS WITH NO SALARY SCHEDULE THAT DO NOT PLAN ADOPTION OF ONE	87	48	135

TABLE 56. -- AGENCIES, GROUPS OR INDIVIDUALS RESPONSIBLE FOR ESTABLISHING THE PROVISIONS OF THE SALARY SCHEDULE IN 478 2-YEAR INSTITUTIONS, 1969-70

AGENCY, GROUP OR INDIVIDUAL RESPONSIBLE	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
STATE LEGISLATURE	67	...	67	7.7
STATE BOARD(OF PUBLIC, JUNIOR COLLEGE, OR HIGHER EDUCATION)	91	...	91	10.4
INSTITUTION BOARD, OR JUNIOR COLLEGE DISTRICT BOARD	290	35	325	37.3
PRESIDENT OF THE INSTITUTION	80	20	100	11.5
FACULTY COMMITTEE	75	10	85	9.7
ADMINISTRATIVE STAFF OF THE INSTITUTION	45	16	61	7.0
FACULTY/ADMINISTRATION COMMITTEE	100	12	112	12.8
OTHER	30	1	31	3.6
TOTAL OF COLUMN	778	94	872	100.0
NUMBER OF INSTITUTIONS REPORTING	428	50	478	
NOT INDICATING	5	2	7	

TABLE 57. -- EXTENT TO WHICH SALARY SCHEDULE PROVISIONS APPLY UNIFORMLY TO FULL-TIME TEACHERS IN ALL DEPARTMENTS IN 480 2-YEAR INSTITUTIONS, 1969-70

ITEM	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
SALARY PROVISIONS APPLY UNIFORMLY TO ALL DEPARTMENTS	406	48	454	94.6
HIGHER SALARIES ARE PROVIDED IN CERTAIN DEPARTMENTS	23	3	26	5.4
NUMBER OF INSTITUTIONS				
REPORTING	429	51	480	100.0
NOT INDICAITING	4	1	5	
WITH NO SALARY SCHEDULE	98	67	165	
TOTAL	531	119	650	

TABLE 58. -- DEVIATIONS FROM SALARY SCHEDULE TO OBTAIN TEACHERS IN FIELDS OF SCARCITY, 477 2-YEAR INSTITUTIONS, 1969-70

PRACTICE	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
CANDIDATE WAS OFFERED A HIGHER SALARY THAN THE SCHEDULE PROVIDES	78	6	84	17.6
IT WAS NOT NECESSARY TO DEVIATE FROM THE SCHEDULE TO OBTAIN FACULTY IN FIELDS OF SCARCITY	348	45	393	82.4
NUMBER OF INSTITUTIONS				
REPORTING	426	51	477	100.0
NOT INDICATING	7	1	8	
WITH NO SALARY SCHEDULE	98	67	165	
TOTAL	531	119	650	

IX. SELECTED ADMINISTRATIVE PRACTICES IN 2-YEAR INSTITUTIONS

REPORTED IN THIS SECTION are selected practices in 2-year institutions which influence the characteristics of faculty assignments in these institutions. These brief summaries may be useful in institutional planning.

Academic Calendar

The most widely reported calendar among 2-year institutions is the two-semester academic year. As shown in Table 59, three-fifths of the public institutions and about three-fourths of the nonpublic institutions reported having two semesters. The three-quarter division of the academic-year calendar is reported by more than one-fourth of the public 2-year institutions and by almost one-sixth of the nonpublic.

Professorial Ranks

The classification of teaching staff members according to rank is an almost universal custom in 4-year colleges and universities. Again, practices of 2-year colleges are mixed between the characteristics of the secondary schools, having no ranks, and the characteristics of the institutions which grant the 4-year or higher degree. Professorial rank is reported to be used in 45.2 percent of the public 2-year colleges which employ 47.1 percent of the teachers, and in 45.0 percent of the nonpublic 2-year colleges which employ 46.9 percent of the teachers (details are in Table 60).

A limited review of trends in the use of professorial rank is provided in the five most recent biennial salary studies; this item of information was not included in earlier studies. The number and percent of public 2-year colleges having or planning to have faculty rank and the percents of teachers involved follow:

Session	Having professorial rank: Institutions, Number	Having professorial rank: Institutions, Percent	Having professorial rank: Teachers, percent
1961-62	59	19.3%	14.0%
1963-64	104	31.3	36.7
1965-66	144	35.9	34.0
1967-68	203	44.2	45.4
1969-70	230	45.2	47.1

Session	Considering professorial rank: Institutions, Number	Considering professorial rank: Institutions, Percent	Considering professorial rank: Teachers, percent
1961-62	29	9.5%	12.7%
1963-64	19	5.7	5.4
1965-66	34	8.5	9.7
1967-68	40	8.7	8.0
1969-70	32	6.3	7.2

The number of public institutions having faculty ranks has increased in a pattern similar to earlier years, but the proportion of faculty employed in institutions which have faculty ranks increased significantly between 1965-66 and 1967-68. When combined with the institutions which report that they are considering the use of faculty ranks, more than half of the institutions and faculty in public 2-year institutions may have an interest in the use of faculty ranks. Characteristics of the growth pattern at the 2-year institution level reduce the validity of any predictions of future use of this practice.

The number and percent of nonpublic 2-year colleges having and planning to have faculty rank as reported in these studies are as follows:

Session	Having professorial rank: Institutions, Number	Having professorial rank: Institutions, Percent	Having professorial rank: Teachers, percent
1961-62	25	15.7%	16.1%
1963-64	35	22.9	21.9
1965-66	37	24.3	28.1
1967-68	43	33.1	40.7
1969-70	49	45.0	46.9

Session	Considering faculty rank: Institutions, Number	Considering faculty rank: Institutions, Percent	Considering faculty rank: Teachers, percent
1961-62	18	11.3%	12.6%
1963-64	15	9.8	8.9
1965-66	21	13.8	13.6
1967-68	16	12.3	8.9
1969-70	15	13.8	15.6

The pattern of growth in the use of professorial rank among nonpublic 2-year colleges is similar to that of the public institutions, but in earlier studies the extent of use has been lower among nonpublic than among public institutions.

With the continued growth in the size and complexity of 2-year colleges, the accompanying interest in adopting or improving existing salary schedules among many 2-year institutions and the influence of the interest at all levels to provide appropriate compensation for outstanding competence or added responsibilities, the outlook is for this practice to be a continued issue at the 2-year institution level.

Part-Time Teachers

In this report a part-time teacher is defined as a part-time employee of the 2-year college. This excludes administrative officers who do some teaching.

The wide differences in the characteristics of 2-year institutions are reflected in the wide range of practices in the employment of part-time teachers as shown in Table 61. Among the institutions which reported using part-time teachers, about three-fifths indicated they employ from 1 to 19 persons in these positions; more than nine part-time teachers are reported by 3 public institutions in 5 (60.3 percent) and 2 nonpublic institutions in 5 (40.3 percent). The number of part-time teachers employed by a 2-year college ranges as high as 1,297 among the public and to 117 in the nonpublic institutions.

The following summary of the mean numbers of part-time teachers reported in earlier studies of this series shows that the numbers of part-time teachers per institution is increasing:

Year	Mean number of part-time teachers		
	Public	Nonpublic	Total
1955-56 ...	27	7	20
1957-58 ...	22	7	17
1959-60 ...	29	10	23
1961-62 ...	27	6	20
1963-64 ...	32	7	24
1965-66 ...	32	7	25
1967-68 ...	36	10	29
1969-70 ...	53	12	45

Periods of Faculty Duty

Increasing interest in the expectations of the institution about faculty presence on the campus prompted a request that institutions report whether the institution requires that faculty members be present on campus for a specified number of days per year and/or hours per day, without reference to classroom and conference duties. The summary in Table 62 shows that more than half of the public 2-year institutions (54.0 percent) and about one-third of the nonpublic 2-year institutions (34.5 percent) require the faculty to be on campus for a specified number of days per year. Among the institutions that reported the number of days required (about 3 public institutions in 5 or about 1 nonpublic institution in 5 that reported having the requirement), faculty are required to be on campus a median of 180 days in public institutions and 175 days in nonpublic institutions.

About 2 in 5 public 2-year institutions (40.3 percent) and almost one-third of the nonpublic 2-year institutions (31.1 percent) require the faculty members to be present on campus for a specified number of hours per day without reference to classroom and conference duties. Among the institutions that reported the number of hours each day they require the faculty to be on campus (about two-thirds of public institutions and about half of nonpublic institutions which reported having the requirement), the median is 6 hours in public institutions and 5 hours in nonpublic institutions.

TABLE 59. -- TYPE OF ACADEMIC-YEAR CALENDAR REPORTED BY 637 2-YEAR INSTITUTIONS, 1969-70

ACADEMIC-YEAR CALENDAR	NUMBER OF INSTITUTIONS		T O T A L	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
THREE QUARTERS	145	18	163	25.6
TWO SEMESTERS	315	88	403	63.3
TWO TRIMESTERS	24	3	27	4.2
OTHER	38	6	44	6.9
INSTITUTIONS REPORTING .	522	115	637	100.0

TABLE 60. -- PROFESSORIAL RANKS - PUBLIC AND NONPUBLIC 2-YEAR COLLEGES MAINTAINING OR CONSIDERING ESTABLISHMENT OF FACULTY RANKS, FALL 1969

ITEM	PUBLIC 2-YEAR COLLEGES		NONPUBLIC 2-YEAR COLLEGES		T O T A L	
	NUMBER OF INSTITUTIONS	NUMBER OF FULL-TIME TEACHERS	NUMBER OF INSTITUTIONS	NUMBER OF FULL-TIME TEACHERS	NUMBER OF INSTITUTIONS	NUMBER OF FULL-TIME TEACHERS
1	2	3	4	5	6	7
INSTITUTIONS THAT HAVE ESTABLISHED FACULTY RANKS	230	18,172	49	1,308	279	19,480
INSTITUTIONS CONSIDERING ESTABLISHMENT OF FACULTY RANKS	32	2,767	15	436	47	3,203
INSTITUTIONS REPORTING NO PLANS FOR ESTABLISHING FACULTY RANKS	247	17,633	45	1,042	292	18,675
INSTITUTIONS NOT RESPONDING	22	2,423	10	234	32	2,657
TOTAL INSTITUTIONS	531	40,995	119	3,020	650	44,015

TABLE 61. -- PART-TIME TEACHERS - NUMBER OF PUBLIC AND NONPUBLIC 2-YEAR COLLEGES REPORTING VARIOUS NUMBERS OF PART-TIME TEACHERS EMPLOYED, FALL 1969

NUMBER OF PART-TIME TEACHERS	NUMBER OF INSTITUTIONS		T O T A L	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
NONE	38	8	46	7.1
1-9 TEACHERS.....	173	63	236	36.3
10-19 TEACHERS	88	37	125	19.2
20-29 TEACHERS	52	2	54	8.3
30-39 TEACHERS	24	2	26	4.0
40-49 TEACHERS	26	...	26	4.0
50-74 TEACHERS	37	5	42	6.5
75-99 TEACHERS	27	1	28	4.3
100-149 TEACHERS	24	1	25	3.8
150-199 TEACHERS	14	...	14	2.2
200 OR MORE TEACHERS ...	28	...	28	4.3
NUMBER OF INSTITUTIONS REPORTING	531	119	650	100.0
TOTAL NUMBER OF TEACHERS	28,112	1,455	29,567	
RANGE IN NUMBER OF PART-TIME TEACHERS EMPLOYED -				
LOW	...	...	...	
MEDIAN**	14	8	12	
MEAN**	53	12	45	
HIGH	1,297	117	1,297	

**MEDIANS AND MEANS ARE BASED ON COMPLETE DISTRIBUTION, NOT ON THE GROUP DISTRIBUTION SHOWN IN COLUMN 1.

TABLE 62. -- PERIODS OF FACULTY DUTY - NUMBER OF 2-YEAR INSTITUTIONS REQUIRING PRESENCE OF FACULTY ON CAMPUS FOR A SPECIFIED PERIOD WITHOUT REFERENCE TO CLASSROOM AND CONFERENCE DUTIES, 1969-70

INSTITUTION TYPE AND POLICY	NUMBER OF DAYS PER YEAR REQUIREMENT				NUMBER OF HOURS PER DAY REQUIREMENT			
	NUMBER OF INSTITUTIONS	LOW	MEDIAN	HIGH	NUMBER OF INSTITUTIONS	LOW	MEDIAN	HIGH
1	2	3	4	5	6	7	8	9
PUBLIC INSTITUTIONS								
FACULTY ARE NOT REQUIRED TO BE ON CAMPUS FOR A SPECIFIED PERIOD	244	XX	XX	XX	317	XX	XX	X.
FACULTY ARe REQUIRED TO BE ON CAMPUS FOR A SPECIFIED PERIOD	287	XX	XX	XX	214	XX	XX	XX
FACULTY ARE REQUIRED TO BE ON CAMPUS FOR A SPECIFIED PERIOD - REQUIREMENT REPORTED	181	157	180	270	143	1	6	8
TOTAL INSTITUTIONS	531	XX	XX	XX	531	XX	XX	XX
NONPUBLIC INSTITUTIONS								
FACULTY ARE NOT REQUIRED TO BE ON CAMPUS FOR A SPECIFIED PERIOD	78	XX	XX	XX	82	XX	XX	XX
FACULTY ARE REQUIRED TO BE ON CAMPUS FOR A SPECIFIED PERIOD	41	XX	XX	XX	37	XX	XX	XX
FACULTY ARE REQUIRED TO BE ON CAMPUS FOR A SPECIFIED PERIOD - REQUIREMENT REPORTED	8	160	175	250	19	1	5	7
TOTAL INSTITUTIONS	119	XX	XX	XX	119	XX	XX	XX

X. SUMMER EMPLOYMENT OPPORTUNITIES IN 2-YEAR INSTITUTIONS

MANY TEACHERS in 2-year institutions are not interested in or are not available to accept continued employment beyond the nine-month year because (a) they are new teachers who entered full-time service with limited preparation, (b) the contract of agreement calls for the continuation of advanced preparation during the summer, or (c) they are experienced teachers who feel the need for or are encouraged to seek further strengthening of their academic backgrounds.

The salary details presented in Tables 48 and 49 refer to remuneration (exclusive of fringe benefits) for the academic year of nine months. Table 63, on the other hand, shows that in many institutions the possibilities of summer employment at the institution are limited.

More than nine-tenths (92.1 percent) of the reporting public 2-year colleges and about three-fifths (58.8 percent) of the reporting nonpublic 2-year colleges offered a summer session in 1969. The following shows the trend toward increased use of summer sessions, particularly in public 2-year institutions during the past 12 years:

Summer	Percent of 2-year institutions having summer sessions		
	Public	Nonpublic	Total
1957	41.5%	36.8%	40.2%
1959	59.8	45.8	55.6
1961	63.8	46.7	58.1
1963	70.7	52.6	65.0
1965	77.6	53.3	70.9
1967	85.1	60.8	79.4
1969	92.1	58.8	86.0

The median percent of the regular full-time teachers employed in these sessions indicates that in the institutions offering summer employment about 1 teacher in 3 was so employed in his home institution. This is slightly higher than the median of 29.6 percent so employed in 1967.

Of the 559 institutions offering programs of instruction in the summer, about one-fifth (19.9 percent) employed 20-29 percent of the regular teaching staff. Between 70 and 100 percent of the regular full-time staff were employed in the summer session of 16.7 percent of the 2-year colleges having a summer session.

The length of the summer term (see Table 64) may be a factor contributing to limited summer employment opportunities for full-time teachers. Of the summer programs offered in 2-year institutions, the predominant length is six weeks (32.6 percent). Slightly more than one-fourth (26.1 percent) carry through eight weeks. About 3 in 10 summer sessions extend over a period greater than eight weeks.

The summer session salaries per month are paid at the same rate as during the academic year for either all or a majority of summer-school teachers in more than half of the 2-year institutions as shown in Table 65. The majority of the remaining institutions reported that their summer session salaries are lower than during the regular session for all or a majority of their summer-school teachers. The following summary shows a possible trend toward change from paying the same or higher salaries to paying lower salaries:

Basis of payment for all or majority of faculty	Percent of institutions	
	1967-68	1969-70
Same	52.7%	51.0%
Lower	42.6	45.9
Higher	4.7	3.1

The summary in Table 66 provides a distribution of both the teaching hours per week and salary rate per month of the summer session as compared with the regular academic year. The predominant classification of time required for summer session teaching is the same as during the academic year, reported by 46.1 percent of the institutions reporting both types of information. More than half of the institutions which have the same class hours per week as during the regular session also pay the same rate of salary per month of summer session as during the regular academic session. The number of institutions having summer sessions

which reported having the same teaching hours per week and the same salary rate as during the regular session represent more than 3 institutions in 10 that reported both comparisons; this is 6.1 percentage points higher than the 25.6 percent reported for summer of 1967. The summary shows that in almost one-fourth of the institutions (23.6 percent) the number of hours spent per week in class in the summer session is higher than during the regular session and the salary rate for summer session is either the same as or lower than during the regular academic year. This pattern was reported by 20.7 percent of the institutions for summer 1967.

The various methods of computing compensation for summer-session teaching are shown in Table 67. Payment by credit hour is used more extensively than other measures. However, use of the credit hour and fraction of academic-year salary are each reported by about one-third of the public institutions. A review of practices in public institutions in the most recent studies suggests a trend away from payment based on clock hours alone:

Method of payment	Percent of public institutions 1963-64	1965-66	1967-68	1969-70
By the clock hour	25.6%	22.3%	17.3%	14.1%
By the credit hour	27.8	26.9	34.7	33.5
By academic year	20.2	26.9	33.5	32.9
By combinations of these	26.4	23.9	5.8	8.7
By some other method	26.4	23.9	8.7	10.8
	100.0%	100.0%	100.0%	100.0%

The practices of the nonpublic 2-year colleges are not as widely divergent as the practice among public junior colleges. The credit hour (55.4 percent) and a fraction of the academic-year salary (23.1 percent) are the most widely used methods of computing compensation among the nonpublic institutions.

TABLE 63. -- SUMMER EMPLOYMENT - NUMBER OF PUBLIC AND NONPUBLIC 2-YEAR COLLEGES REPORTING PERCENTS OF FULL-TIME TEACHERS REGULARLY EMPLOYED DURING THE ACADEMIC YEAR WHO ALSO TAUGHT IN THE 1969 SUMMER SESSION

PERCENT OF FULL-TIME TEACHERS EMPLOYED IN THE 1967 SUMMER SESSION	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
NONE EMPLOYED OR NOT INDICATED	43	10	53	9.5
LESS THAN 10	18	7	25	4.5
10-19	51	8	59	10.6
20-29	94	17	111	19.9
30-39	60	10	70	12.5
40-49	45	7	52	9.3
50-59	62	5	67	12.0
60-69	27	1	28	5.0
70-79	27	1	28	5.0
80-89	25	...	25	4.5
90-99	13	1	14	2.5
100	24	3	27	4.8
TOTAL OFFERING SUMMER SESSION	489	70	559	100.1*
TOTAL NOT OFFERING SUMMER SESSION	42	49	91	
TOTAL REPORTING	531	119	650	
PERCENT OFFERING SUMMER SESSION, 1969	92.1	58.8	86.0	
MEDIAN PERCENT OF FULL-TIME TEACHERS EMPLOYED IN THE 1969 SUMMER SESSION	36.4	25.9	34.5	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 64. -- NUMBER OF WEEKS EMPLOYED IN SUMMER - NUMBER OF PUBLIC AND NONPUBLIC 2-YEAR COLLEGES REPORTING NUMBER OF WEEKS OF SUMMER EMPLOYMENT, 1969

NUMBER OF WEEKS EMPLOYED IN SUMMER	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
NOT INDICATED	...	...	...	...
3 WEEKS OR LESS	14	5	19	3.4
4 WEEKS	...	1	1	.2
5 WEEKS	26	6	32	5.7
6 WEEKS	152	30	182	32.6
7 WEEKS	8	...	8	1.4
8 WEEKS	133	13	146	26.1
9 WEEKS	17	2	19	3.4
10 WEEKS	45	9	54	9.7
11 WEEKS	37	2	39	7.0
12 WEEKS	53	2	55	9.8
13 WEEKS	2	...	2	.4
14 WEEKS AND OVER	2	...	2	.4
TOTAL INSTITUTIONS REPORTING	489	70	559	100.1*

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 65. -- SUMMER SESSION SALARIES - NUMBER OF 2-YEAR INSTITUTIONS REPORTING BASIS OF PAYMENT OF SALARIES FOR 1969 SUMMER SESSION AS COMPARED WITH ACADEMIC YEAR SALARIES, 541 INSTITUTIONS, 1969-70

BASIS OF PAYMENT	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
SAME RATE PAID DURING SUMMER AS DURING ACADEMIC YEAR TO				
ALL TEACHERS	219	27	246	45.5
MAJORITY OF TEACHERS .	18	12	30	5.5
LOWER RATE PAID DURING SUMMER THAN DURING ACADEMIC YEAR TO				
ALL TEACHERS	189	18	207	38.3
MAJORITY OF TEACHERS .	40	1	41	7.6
HIGHER RATE PAID DURING SUMMER THAN DURING ACADEMIC YEAR TO				
ALL TEACHERS	10	2	12	2.2
MAJORITY OF TEACHERS .	2	3	5	.9
INSTITUTIONS REPORTING .	478	63	541	100.0
NOT INDICATED	11	7	18	

TABLE 66. -- SUMMER TEACHING LOAD AND SALARY RATE - NUMBER OF INSTITUTIONS REPORTING EACH COMBINATION OF TEACHING LOAD AND SALARY RATE FOR 1969 SUMMER SESSION AS COMPARED WITH THE REGULAR ACADEMIC YEAR IN 499 2-YEAR COLLEGES, 1969-70

HOURS SPENT IN CLASS PER WEEK OF SUMMER SESSION COMPARED WITH ACADEMIC YEAR	SALARY RATE PER MONTH OF SUMMER SESSION TEACHING COMPARED WITH ACADEMIC YEAR**	NUMBER OF INSTITUTIONS PUBLIC	NONPUBLIC	TOTAL NUMBER	TOTAL PERCENT
1		2	3	4	5
SAME	SAME	141	18	159	31.9
	LOWER	62	7	69	13.8
	HIGHER	1	1	2	.4
LOWER	SAME	39	9	48	9.6
	LOWER	82	7	89	17.8
	HIGHER	3	1	4	.8
HIGHER	SAME	48	8	56	11.2
	LOWER	59	3	62	12.4
	HIGHER	7	3	10	2.0
INSTITUTIONS REPORTING BOTH		442	57	499	99.9*
INSTITUTIONS REPORTING LOAD ONLY		8	4	12	
INSTITUTIONS REPORTING SALARY ONLY		36	6	42	
NOT INDICATED		3	3	6	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.
**ALL OR MAJORITY OF TEACHERS

TABLE 67. -- SUMMER SESSION TEACHING - NUMBER OF 2-YEAR INSTITUTIONS REPORTING MEASURE USED TO DETERMINE FACULTY SALARIES, 546 INSTITUTIONS, 1969-70

MEASURE USED	NUMBER OF INSTITUTIONS PUBLIC	NONPUBLIC	TOTAL NUMBER	TOTAL PERCENT
1	2	3	4	5
CLOCK HOUR ONLY	68	6	74	13.6
CREDIT HOUR ONLY	161	36	197	36.1
FRACTION ONLY	158	15	173	31.7
CLOCK HOUR AND CREDIT ..	6	1	7	1.3
CLOCK HOUR AND FRACTION	3	...	3	.5
CREDIT HOUR AND FRACTION	30	1	31	5.7
ALL THREE	3	...	3	.5
OTHER	52	6	58	10.6
INSTITUTIONS REPORTING .	481	65	546	100.0
NOT INDICATED	8	5	13	

XI. SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 2-YEAR INSTITUTIONS

Tables 68 and 69 show the 1969-70 salaries paid to administrative officers in 2-year institutions. The public institutions reported 20 positions with sufficient frequency to justify calculation of median and quartiles of salaries. The nonpublic institutions listed 15. As in the salary pattern for teachers, officials in the public 2-year colleges receive higher salaries than their counterparts in nonpublic 2-year colleges.

Public Institutions

The salaries paid to 515 chief administrative officers in public 2-year institutions range from $36,000 and over down to the $12,000-$12,499 interval, a median of $23,788. The Chief administrative officer may be the president, dean, or director, not the superintendent of schools. An annual salary of $31,000 or more is paid to 5.0 percent of the chief administrators and 10.9 percent are paid $29,000 or higher. The median salary is an increase of 20.9 percent over the median of $19,677 observed among the salaries of 449 chief administrators two years ago.

For the first time information was requested about the presence and amounts contributed by the institution in selected areas of noncash compensation for selected administrative positions in 2-year colleges. Problems in definitions of coverage and costs led to inconsistencies in interpretation by the respondents. The compensation areas most widely reported are summarized to provide a general indication of the extent and impact of these benefits to persons in selected administrative positions.

The following shows the presence of specific types of noncash compensation reported for the position of chief administrative officer and the percent of annual salary which is added by the institutional contribution to the benefit. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of 465 public institutions reporting	Average of the percents of annual salaries
Social security	50.3%	1.8%
Retirement	60.6	7.0
Insurance	65.6	1.1
Housing	9.9	10.9
Other (automobile allowance, servants, club dues, etc.) ..	18.5	6.2
Total of items above.	82.6%	9.7%

The salaries are reported for 454 chief student affairs officers in public 2-year institutions whose median annual salary is $16,292. The chief student affairs officer may be identified as the dean or director of students. The salaries paid to this position range from the $27,500-$27,999 interval down to the $7,500-$7,999 interval. An annual salary of $23,500 or higher is paid to 5.1 percent of the chief student affairs officers in public 2-year institutions and 11.2 percent are paid $22,000 or more this year. The 1969-70 median salary is an increase of 22.1 percent over the median of $13,338 reported for 385 persons in this position in 1967-68.

The following shows the presence of specific types of noncash compensation reported for the position of dean or director of students and the percent of annual salary which is added by the institutional contribution to the benefit. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of 424 public institutions reporting	Average of the percents of annual salaries
Social security	50.2%	2.6%
Retirement	59.7	7.3
Insurance	65.6	1.5
Housing	0.5	...
Other (automobile allowance, servants, club dues, etc.) ..	5.9	3.2
Total of items above.	81.4%	8.4%

The salaries of the chief librarian are third most frequently reported with salary information forwarded for 417 persons this session. The salaries of chief librarians range from the $23,000-$23,499 interval down to the $5,000-$5,499 interval with a median of $12,558. An annual salary of $19,000 or higher is being paid to 4.6 percent of the chief librarians in public 2-year institutions and 4.6 percent are being paid $17,500 or more. The median salary for 1969-70 is an increase of 20.3 percent over the median of $10,439 reported among 354 chief librarians in 1967-68.

The following shows the presence of specific types of noncash compensation reported for the position of chief librarian and the percent of annual salary which is added by the institutional contribution to the benefit. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of 408 public institutions reporting	Average of the percents of annual salaries
Social security	50.2%	3.2%
Retirement	58.8	7.0
Insurance	64.7	1.6
Housing	0.2	...
Other (automobile allowance, servants, club dues, etc.) ..	3.2	3.1
Total of items above.	80.4%	8.5%

The 1969-70 annual salary is reported for 371 chief business officers in public 2-year institutions. The title of this position may be business manager or director of business. The salaries range from $27,500-$27,999 down to $5,000-$5,499 with a median of $14,625. An annual salary of $22,500 or more is being paid to 5.1 percent of the chief business officers in public 2-year institutions and 10.0 percent are being paid $21,000 or more in 1969-70. The median salary is an increase of 17.6 percent over the median of $12,435 observed in 1967-68 among the salaries of 343 persons having this position.

The following shows the presence of specific types of noncash compensation reported for the position of chief business officer and the percent of annual salary which is added by the institutional contribution to the benefit. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of 360 public institutions reporting	Average of the percents of annual salaries
Social security	57.8%	2.8%
Retirement	65.8	7.2
Insurance	71.4	1.5
Housing	0.3	...
Other (automobile allowance, servants, club dues, etc.) ..	7.2	3.1
Total of items above.	87.2%	8.7%

The 1969-70 annual salaries are reported for 257 persons serving as the chief academic officer. These may have the title of academic dean or academic vice-president. The salaries range from $29,500-$29,999 down to $9,000-$9,499 with a median of $18,420. An annual salary of $25,000 or more is paid to 5.1 percent of the chief academic officers and an annual salary of $23,000 or more is reported for 11.3 percent of these officers. The median salary for 1969-70 is an increase of 20.8 percent over the median of $15,250 reported for 299 persons in 1967-68.

Data for other positions are:

Position	Number reported	Median salary	2-year increase
Registrar	254	$12,400	19.8%
Dean or director of guidance	243	13,096	27.1
Dean or director of technical-vocational education	231	16,438	18.5
Dean or director of evening or extended day sessions	221	15,531	16.5
Dean or director of admissions	201	13,625	15.3
Assistant or associate dean	135	17,096	22.9
Director of public relations	156	12,045	17.8
Dean or director of instruction[a/]	260	18,227	18.8
Director of athletics.	140	12,938	20.0
Dean or director of adult education	126	13,389	15.8
Director of institutional research	95	15,313	18.9
Dean of women	56	12,833	25.2
Dean of men	46	16,000	36.7

a/ Salaries were reported for 121 persons in this position in 1967-68.

Nonpublic Institutions

Salary information was reported for 99 chief administrative officers in nonpublic 2-year institutions. The salaries range from $30,000 and over down to the $6,000-$6,500 interval with a median of $18,188. An annual salary of $25,000 or more is being paid to 11.1 percent of these chief administrative officers. The median salary in 1969-70 is an increase of 10.6 percent over the median of $16,438 reported in 1967-68 for 109 persons in this position.

The following shows the presence of specific types of noncash compensation reported for the position of president in nonpublic 2-year institutions and the percent of annual salary which is added by the institutional contribution to the benefit. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of 99 nonpublic institutions reporting	Average of the percents of annual salaries
Social security	62.6%	2.2%
Retirement	62.6	7.9
Insurance	72.7	1.8
Housing	49.5	14.0
Other (automobile allowance, servants, club dues, etc.) ..	24.2	9.2
Total of items above.	82.8%	20.3%

The median annual salary of 79 persons having the position of academic dean or vice-president for academic affairs (chief academic officer) in nonpublic 2-year institutions is $13,292. An annual salary of $18,000 or more is being paid to 8.9 percent of persons in this position. The median salary in 1969-70 is an increase of 13.7 percent over the median of $11,688 reported in 1967-68 for 79 persons in this position.

Salaries were reported for 90 persons having the position of chief business officer in nonpublic 2-year institutions. The median annual salary of $11,286 is an increase of 11.8 percent over the median of $10,096 reported in 1967-68. An annual salary of $18,000 or higher in 1969-70 is being paid to 6.7 percent of the chief business officers.

The following shows the presence of specific types of noncash compensation reported for the position of business manager or director and the percent of annual salary which is added by the institutional contribution to the benefit. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of 90 nonpublic institutions reporting	Average of the percents of annual salaries
Social security	73.3%	3.2%
Retirement	52.2	6.1
Insurance	64.4	1.9
Housing	10.0	14.8
Other (automobile allowance, servants, club dues, etc.) ..	8.9	3.2
Total of items above.	82.2%	10.4%

The median annual salary of the chief librarian in nonpublic 2-year institutions in 1969-70 is $9,295 among 89 persons for whom salary information is reported. The median is an increase of 19.9 percent over the median of $7,750 reported in 1967-68. An annual salary of $12,000 or higher is being paid to 9.0 percent of the chief librarians in nonpublic 2-year institutions.

The following shows the presence of specific types of noncash compensation reported for the position of dean or director of libraries and the percent of annual salary which is added by the institutional contribution to the benefit. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of 89 nonpublic institutions reporting	Average of the percents of annual salaries
Social security	69.7%	4.0%
Retirement	50.6	6.2
Insurance	68.5	1.6
Housing	7.9	9.8
Other (automobile allowance, servants, club dues, etc.) ..	3.4	2.7
Total of items above.	83.1%	9.5%

The median salaries and the percent of increase in median salaries during the past two years of other widely reported administrative positions for which reasonably comparable data are available are as follows:

Position	Number reported	Median salary	2-year increase
Dean or director of students ..	81	$10,442	12.1%
Registrar	58	9,000	18.3
Dean or director of admissions.	68	10,214	7.5
Director of public relations.	64	9,444	6.4
Dean or director of guidance ..	35	9,438	10.0
Dean of women ..	25	8,250	5.6
Director of athletics	23	9,583	11.9
Dean of men	13	8,875	20.3

TABLE 68 A.--ADMINISTRATIVE OFFICERS' SALARIES, PUBLIC. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 469 PUBLIC 2-YEAR INSTITUTIONS, 1969-70

SALARY RANGE	CHIEF ADMINISTRATIVE OFFICER	ASSISTANT ADMINISTRATIVE OFFICER	ACADEMIC VICE PRESIDENT OR DEAN	DEAN OF STUDENTS	BUSINESS MANAGER	INSTRUCTION	DEAN OR DIRECTOR OF INSTITUTIONAL RESEARCH	DEAN OR DIRECTOR OF TECHNICAL-VOCATIONAL EDUCATION	EVENING SESSION	ADULT EDUCATION
1	2	3	4	5	6	7	8	9	10	11
$36,000 AND OVER	5	...	...	...	...	...	...	...	...	...
35,000-35,999 .	2	...	...	...	...	...	...	...	...	...
34,000-34,999 .	2	...	...	...	...	...	...	...	...	...
33,000-33,999 .	4	...	...	...	...	...	...	...	...	...
32,000-32,999 .	8	...	...	...	...	...	...	...	...	...
31,000-31,999 .	5	...	...	...	...	...	...	...	...	...
30,000-30,999 .	16	...	...	...	...	...	...	...	...	...
29,500-29,999 .	5	...	1	...	...	...	...	...	...	...
29,000-29,499 .	9	...	...	...	...	...	...	...	...	...
28,500-28,999 .	10	...	...	...	...	...	...	...	...	...
28,000-28,499 .	17	...	1	...	...	...	...	...	...	...
27,500-27,999 .	13	4	1	1	1	1	...	1	...	...
27,000-27,499 .	15	1	...	1	1	1	...	...	1	...
26,500-26,999 .	33	1	...	...	...	1	...	...	...	...
26,000-26,499 .	21	3	2	2	...	...	...	...	...	...
25,500-25,999 .	15	...	2	...	1	...	...	...	...	...
25,000-25,499 .	33	3	6	...	3	3	...	2	1	...
24,500-24,999 .	11	...	3	4	1	2	...	...	...	1
24,000-24,499 .	28	2	2	4	1	4	1	1	2	1
23,500-23,999 .	13	5	5	11	3	9	...	...	3	...
23,000-23,499 .	14	1	6	5	2	3	1	5	3	1
22,500-22,999 .	14	3	7	11	6	8	1	4	5	3
22,000-22,499 .	18	5	10	12	6	7	2	2	4	...
21,500-21,999 .	13	8	9	13	8	11	2	3	2	2
21,000-21,499 .	23	5	11	8	4	14	1	3	7	...
20,500-20,999 .	15	10	4	11	6	13	2	8	10	1
20,000-20,499 .	12	6	11	20	8	13	3	7	7	4
19,500-19,999 .	2	3	5	13	10	9	2	5	6	1
19,000-19,499 .	13	1	23	8	14	12	...	12	7	1
18,500-18,999 .	14	11	16	19	11	13	3	14	6	2
18,000-18,499 .	26	9	22	16	11	11	6	8	6	3
17,500-17,999 .	8	4	18	17	13	15	6	14	9	2
17,000-17,499 .	10	4	9	24	11	15	3	14	11	3
16,500-16,999 .	7	8	12	17	13	11	3	11	7	4
16,000-16,499 .	16	3	13	24	16	12	4	12	6	3
15,500-15,999 .	8	8	5	9	10	8	6	6	8	4
15,000-15,499 .	10	4	7	25	18	17	4	8	8	9
14,500-14,999 .	7	8	6	14	10	9	2	10	9	9
14,000-14,499 .	10	8	8	21	19	7	11	10	7	5
13,500-13,999 .	5	3	7	24	17	6	2	12	12	2
13,000-13,499 .	2	4	6	20	18	11	6	15	10	9
12,500-12,999 .	2	5	6	13	16	2	2	11	10	9
12,000-12,499 .	1	5	4	20	21	4	4	14	16	11
11,500-11,999 .	...	3	1	12	14	1	4	3	5	8
11,000-11,499 .	...	6	4	21	13	6	3	5	6	7
10,500-10,999 .	...	3	2	11	10	1	2	1	2	5
10,000-10,499 .	...	2	1	12	13	...	2	2	9	9
9,500- 9,999 .	...	1	...	4	5	...	3	5	5	4
9,000- 9,499 .	...	1	1	4	14	...	2	2	4	1
8,500- 8,999 .	...	...	...	1	4	...	...	1	3	2
8,000 -8,499 .	...	1	...	1	10	...	1	...	...	...
7,500- 7,999 .	...	1	...	1	2	...	...	...	...	...
7,000- 7,499 .	...	...	...	...	2	...	...	...	1	...
6,500- 6,999 .	...	...	...	...	2	...	...	...	1	...
6,000- 6,499 .	...	...	...	...	3	...	...	...	1	...
5,500- 5,999 .	...	...	...	...	...	...	...	...	...	...
5,000- 5,499 .	...	...	...	...	...	...	...	...	1	...
4,500- 4,999 .	...	...	...	...	...	...	...	...	...	...
4,000- 4,499 .	...	...	...	...	...	...	...	...	...	...
BELOW $4,000 ...	...	...	...	...	...	...	1	...	...	...
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	515	163	257	454	371	260	95	231	221	126
FIRST QUARTILE	$ 19,106	$ 14,359	$ 16,240	$ 13,338	$ 12,018	$ 15,563	$ 12,938	$ 13,458	$ 12,563	$ 11,719
MEDIAN SALARY	$ 23,788	$ 17,938	$ 18,420	$ 16,292	$ 14,625	$ 18,227	$ 15,313	$ 16,438	$ 15,531	$ 13,389
THIRD QUARTILE	$ 26,731	$ 21,025	$ 21,080	$ 19,596	$ 18,193	$ 20,962	$ 18,021	$ 18,830	$ 19,196	$ 16,083

TABLE 68 B.--ADMINISTRATIVE OFFICERS' SALARIES, PUBLIC. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 469 PUBLIC 2-YEAR INSTITUTIONS, 1969-70

SALARY RANGE	DIRECTOR OF GUIDANCE	DIRECTOR OF STUDENT TESTING	DEAN OF MEN	DEAN OF WOMEN	DIRECTOR OF ATHLETICS	DIRECTOR OF PUBLIC RELATIONS	DIRECTOR OF ADMISSIONS	CHIEF LIBRARIAN	REGISTRAR	ASSISTANT OR ASSOCIATE DEAN
1	2	3	4	5	6	7	8	9	10	11
$25,000-25,499 .	...	...	...	...	...	...	...	...	...	...
24,500-24,999 .	...	...	...	...	...	...	1	...	...	2
24,000-24,499 .	...	...	...	...	...	1	...	...	...	1
23,500-23,999 .	1	...	...	...	...	...	1	...	...	...
23,000-23,499 .	1	1	...	...	1	...	...	1	...	...
22,500-22,999 .	3	...	2	...	1	1	1	...	1	...
22,000-22,499 .	1	...	1	1	2	1	1	...	...	...
21,500-21,999 .	3	2	2	...	...	1	4	2	1	1
21,000-21,499 .	3	...	...	2	1	...	3	2	1	...
20,500-20,999 .	1	1	2	...	3	1	2	3	3	8
20,000-20,499 .	3	1	...	4	...	1	1	2	1	9
19,500-19,999 .	1	...	2	...	...	...	4	4	7	3
19,000-19,499 .	5	...	1	...	4	3	1	5	5	7
18,500-18,999 .	7	...	1	...	1	1	8	7	3	8
18,000-18,499 .	6	1	1	...	2	2	4	10	7	8
17,500-17,999 .	8	2	2	1	3	3	3	8	2	7
17,000-17,499 .	5	...	6	3	1	2	3	10	10	13
16,500-16,999 .	9	3	2	3	3	2	5	10	4	7
16,000-16,499 .	8	1	1	2	6	3	5	18	7	2
15,500-15,999 .	5	1	1	1	4	2	10	13	5	3
15,000-15,499 .	10	1	1	3	6	9	8	14	5	7
14,500-14,999 .	10	...	1	2	8	7	13	13	12	8
14,000-14,499 .	11	1	2	1	4	9	12	25	6	7
13,500-13,999 .	10	3	3	3	12	6	14	11	10	3
13,000-13,499 .	13	2	2	1	7	4	7	24	19	5
12,500-12,999 .	10	3	2	3	8	9	12	30	14	6
12,000-12,499 .	17	3	1	2	11	11	12	29	20	2
11,500-11,999 .	17	...	...	...	5	9	20	26	17	...
11,000-11,499 .	13	3	1	3	6	10	16	22	6	3
10,500-10,999 .	11	2	3	1	12	7	13	30	11	1
10,000-10,499 .	14	1	...	3	10	9	3	20	15	3
9,500- 9,999 .	17	3	2	4	7	8	3	16	8	2
9,000- 9,499 .	13	3	1	4	2	8	2	20	18	3
8,500- 8,999 .	3	3	3	2	4	5	4	17	7	1
8,000 -8,499 .	3	2	...	4	4	8	3	14	11	1
7,500- 7,999 .	1	...	...	...	2	5	1	4	...	...
7,000- 7,499 .	...	...	...	2	...	4	...	3	5	1
6,500- 6,999 .	...	...	...	...	...	...	1	2	3	...
6,000- 6,499 .	...	...	...	...	...	...	...	...	3	...
5,500- 5,999 .	...	...	...	...	...	...	...	...	6	...
5,000- 5,499 .	...	...	...	...	...	2	...	2	...	...
4,500- 4,999 .	...	...	...	1	...	2	...	...	1	...
4,000- 4,499 .	...	...	...	...	...	...	...	...	...	...
BELOW $4,000 ...	...	1	...	...	...	...	...	...	...	...
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	243	44	46	56	140	156	201	417	254	135
FIRST QUARTILE	$ 10,943	$ 9,833	$ 12,625	$ 9,625	$ 10,750	$ 9,813	$ 11,606	$ 10,604	$ 10,050	$ 14,196
MEDIAN SALARY	$ 13,096	$ 12,667	$ 16,000	$ 12,833	$ 12,938	$ 12,045	$ 13,625	$ 12,558	$ 12,400	$ 17,096
THIRD QUARTILE	$ 16,266	$ 16,500	$ 18,250	$ 16,500	$ 15,250	$ 14,571	$ 15,838	$ 15,170	$ 14,938	$ 19,018

TABLE 69 A.--ADMINISTRATIVE OFFICERS' SALARIES, NONPUBLIC. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 106 NONPUBLIC 2-YEAR INSTITUTIONS, 1969-70

SALARY RANGE	CHIEF ADMINISTRATIVE OFFICER	ASSISTANT ADMINISTRATIVE OFFICER	ACADEMIC VICE PRESIDENT OR DEAN	DEAN OF STUDENTS	BUSINESS MANAGER	DEAN OR DIRECTOR OF INSTRUCTION	INSTITUTIONAL RESEARCH	TECHNICAL-VOCATIONAL EDUCATION	EVENING SESSION	ADULT EDUCATION
1	2	3	4	5	6	7	8	9	10	11
$36,000 AND OVER	...	...	...	...	...	...	...	...	...	...
35,000-35,999 .	...	...	...	...	...	...	...	...	...	...
34,000-34,999 .	...	...	...	...	...	...	...	...	...	...
33,000-33,999 .	...	...	...	...	...	...	...	...	...	...
32,000-32,999 .	...	...	...	...	...	...	...	...	...	...
31,000-31,999 .	...	...	...	...	...	...	...	...	...	...
30,000-30,999 .	1	...	...	...	...	...	...	...	...	...
29,500-29,999 .	...	...	...	...	...	...	...	...	...	...
29,000-29,499 .	1	1	...	...	...	...	...	...	...	...
28,500-28,999 .	...	...	...	...	...	...	...	...	...	...
28,000-28,499 .	...	...	...	...	...	...	...	...	...	...
27,500-27,999 .	2	...	...	...	...	...	...	...	...	...
27,000-27,499 .	...	...	...	...	...	...	...	...	...	...
26,500-26,999 .	...	...	...	...	...	...	...	...	...	...
26,000-26,499 .	4	...	1	...	1	...	...	...	...	...
25,500-25,999 .	...	...	...	...	...	...	...	...	...	...
25,000-25,499 .	3	...	...	...	...	...	...	...	...	...
24,500-24,999 .	...	...	...	...	...	...	...	...	...	...
24,000-24,499 .	4	...	...	...	...	...	...	...	...	...
23,500-23,999 .	1	...	...	...	...	...	...	...	...	...
23,000-23,499 .	2	...	...	...	1	...	...	...	...	...
22,500-22,999 .	3	...	...	...	...	...	...	...	...	...
22,000-22,499 .	3	...	...	...	...	...	...	...	...	...
21,500-21,999 .	...	...	...	...	1	...	...	...	...	...
21,000-21,499 .	5	...	...	...	...	...	...	...	...	...
20,500-20,999 .	2	...	...	...	...	...	...	...	...	...
20,000-20,499 .	9	...	3	...	...	1	...	...	...	...
19,500-19,999 .	3	...	...	...	...	...	...	...	...	...
19,000-19,499 .	3	...	...	...	...	...	...	...	...	...
18,500-18,999 .	1	1	1	...	1	1	...	...	...	...
18,000-18,499 .	4	1	2	...	2	...	...	...	...	...
17,500-17,999 .	2	...	4	1	...	1	...	2	...	...
17,000-17,499 .	...	1	4	...	2	1	...	...	...	...
16,500-16,999 .	2	...	3	1	...	...	1	...	...	...
16,000-16,499 .	3	2	2	1	4	1	...	...	1	1
15,500-15,999 .	2	1	2	1	1	...	...	...	...	...
15,000-15,499 .	5	1	3	3	6	2	...	1	...	...
14,500-14,999 .	4	3	4	...	2	2	...	...	...	...
14,000-14,499 .	6	...	6	2	2	1	...	...	2	...
13,500-13,999 .	1	1	2	4	4	...	...	...	2	...
13,000-13,499 .	3	1	6	2	3	2	1	...	...	...
12,500-12,999 .	2	4	5	1	5	3	...	...	...	2
12,000-12,499 .	3	...	4	7	7	...	1	1	...	...
11,500-11,999 .	1	...	5	3	...	1	1	...	...	...
11,000-11,499 .	2	...	2	6	7	2	2	...	...	...
10,500-10,999 .	1	2	3	7	7	...	...	...	1	...
10,000-10,499 .	4	1	2	13	10	1	1	...	...	1
9,500- 9,999 .	2	...	2	6	2	...	...	...	...	...
9,000- 9,499 .	1	...	3	5	3	...	...	...	...	1
8,500- 8,999 .	1	3	2	2	3	...	...	...	...	...
8,000 -8,499 .	1	...	5	4	3	...	...	...	...	...
7,500- 7,999 .	1	2	...	4	2	1	...	...	...	...
7,000- 7,499 .	...	...	1	3	3	...	...	...	...	...
6,500- 6,999 .	...	...	...	1	1	...	...	...	...	...
6,000- 6,499 .	1	1	1	...	2	...	...	1	...	...
5,500- 5,999 .	...	...	...	2	1	...	...	...	...	...
5,000- 5,499 .	...	...	...	1	4	...	...	...	...	...
4,500- 4,999 .	...	1	...	...	...	...	...	...	...	...
4,000- 4,499 .	...	...	1	1	...	...	...	...	...	...
BELOW $4,000 ...	...	...	...	...	...	...	...	...	...	...
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	99	27	79	81	90	20	7	5	6	5
FIRST QUARTILE	$ 14,063	$ 8,958	$ 10,958	$ 9,225	$ 9,625	$ 12,250	...	...	...	...
MEDIAN SALARY	$ 18,188	$ 12,938	$ 13,292	$ 10,442	$ 11,286	$ 13,750	$ 11,750	$ 15,250	$ 14,000	$ 12,625
THIRD QUARTILE	$ 21,425	$ 15,625	$ 16,063	$ 12,196	$ 14,125	$ 15,750	...	...	...	...

TABLE 69 B.--ADMINISTRATIVE OFFICERS' SALARIES, NONPUBLIC. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 106 NONPUBLIC 2-YEAR INSTITUTIONS, 1969-70

SALARY RANGE	DIRECTOR OF GUIDANCE	DIRECTOR OF STUDENT TESTING	DEAN OF MEN	DEAN OF WOMEN	DIRECTOR OF ATHLETICS	DIRECTOR OF PUBLIC RELATIONS	DIRECTOR OF ADMISSIONS	CHIEF LIBRARIAN	REGISTRAR	ASSISTANT OR ASSOCIATE DEAN
1	2	3	4	5	6	7	8	9	10	11
$18,000-18,499	...	...	...	...	...	1	...	...	...	...
17,500-17,999	...	...	...	...	...	...	...	...	...	...
17,000-17,499	...	...	...	...	...	1	...	...	...	...
16,500-16,999	...	...	...	...	...	1	...	...	...	...
16,000-16,499	...	...	...	...	...	...	1	1	...	...
15,500-15,999	...	...	...	...	...	...	...	...	...	...
15,000-15,499	...	...	...	...	...	1	1	1	...	...
14,500-14,999	...	...	...	...	...	...	2	...	...	...
14,000-14,499	...	...	...	...	...	2	1	...	...	...
13,500-13,999	1	...	...	...	...	1	2	...	1	...
13,000-13,499	2	...	...	...	1	2	2	...	2	1
12,500-12,999	1	...	1	1	1	3	2	2	1	...
12,000-12,499	...	...	...	1	3	6	7	5	4	...
11,500-11,999	2	...	...	...	...	2	...	2	2	...
11,000-11,499	4	...	...	...	2	3	7	5	2	3
10,500-10,999	2	...	...	1	...	3	5	8	3	3
10,000-10,499	4	1	...	2	2	2	7	10	6	3
9,500- 9,999	1	1	1	...	3	3	2	6	3	1
9,000- 9,499	4	...	4	2	2	9	6	11	5	1
8,500- 8,999	1	...	2	4	1	5	5	10	2	1
8,000 -8,499	4	2	2	3	2	4	10	8	11	...
7,500- 7,999	5	...	...	3	2	5	2	5	2	2
7,000- 7,499	1	...	1	2	1	1	1	7	4	1
6,500- 6,999	...	...	1	2	2	3	1	3	4	...
6,000- 6,499	1	...	...	...	...	2	2	3	1	...
5,500- 5,999	...	...	...	...	...	1	2	1	...	...
5,000- 5,499	1	...	1	1	...	2	...	...	2	...
4,500- 4,999	1	...	...	2	...	1	...	1	2	...
4,000- 4,499	...	...	...	1	...	...	...	...	1	...
BELOW $4,000	...	...	...	...	1	...	...	...	...	...
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	35	4	13	25	23	64	68	89	58	17
FIRST QUARTILE	$ 7,975	...	$ 8,063	$ 7,063	$ 7,938	$ 8,125	$ 8,450	$ 8,141	$ 7,625	$ 9,125
MEDIAN SALARY	$ 9,438	...	$ 8,875	$ 8,250	$ 9,583	$ 9,444	$ 10,214	$ 9,295	$ 9,000	$ 10,417
THIRD QUARTILE	$ 11,156	...	$ 9,344	$ 9,188	$ 11,313	$ 12,167	$ 12,071	$ 10,609	$ 10,583	$ 11,125

APPENDIX A. PERSONS ASSISTING IN THE COLLECTION OF DATA FOR THIS REPORT

4-year institutions

John E. Keller, University of California, Berkeley, California
William H. Hamblin, The California State Colleges, Los Angeles, California
Monica Hersh, The City University of New York, New York, New York
Robert R. Wright, State University of New York, Albany, New York
Carl H. Yoder, Minnesota Higher Education Coordinating Commission, St. Paul, Minnesota

2-year institutions

Joseph Budai, Arizona State Board of Directors for Junior Colleges, Phoenix, Arizona
Earle J. Leight, California Community Colleges, Sacramento, California
Gordon B. Pyle, Community College Division, Denver, Colorado
Virginia W. Christy, Division of Community Junior Colleges, State Department of Education, Tallahassee, Florida
Parmer Ewing, Department of Higher Education, State Department of Public Instruction, Springfield, Illinois
Carl E. Thornbald, Illinois Junior College Board, Springfield, Illinois
Charles R. Moench, State Department of Public Instruction, Des Moines, Iowa
H. David Reese, State Department of Education, Baltimore, Maryland
Therese C. O'Connor, Board of Regional Community Colleges, Boston, Massachusetts
Carl H. Yoder, Minnesota Higher Education Coordinating Commission, St. Paul, Minnesota
James C. Browning, Junior College Education, State Department of Education, Jefferson City, Missouri
Terrence A. Tollefson, State Department of Higher Education, Trenton, New Jersey
Lloyd T. Thomas and Carrol DeBrockert, State Department of Education, Salem, Oregon
Hillard R. Hoffman, State Department of Public Instruction, Harrisburg, Pennsylvania
Kenneth E. Holderman, The Pennsylvania State University, University Park, Pennsylvania
John Harris, State Department of Community Colleges, Richmond, Virginia
Gilbert Carbone, State Board for Community Colleges, Olympia, Washington
David R. Stucki, The University of Wisconsin, Madison, Wisconsin
Monica Hersh, The City University of New York, New York, New York
Robert R. Wright, State University of New York, Albany, New York

APPENDIX B. MAJOR ADMINISTRATIVE TITLES

The following are the major administrative titles which were listed in the questionnaire for institutions granting the 4-year or higher degree. Respondents were asked to use an additional page to list and report salary information for persons in positions not listed or to report more than one person having one of the pre-listed positions (e.g., persons on different campuses). For the distributions of salaries reported, see Tables 36 through 47.

President or Chancellor (chief administrative officer)
Executive Vice-President
Assistant to the President
Planning Vice-President or Director
Organized Research Vice-President or Director
Institutional Research Director
Academic Vice-President or Provost
Dean of Administration or Dean of Faculty or Dean of Instruction
Dean of the College (for colleges only)
Dean or Directors of separately organized Schools and Colleges:
- Graduate
- Arts and Sciences
- Agriculture
- Business
- Dentistry
- Education
- Engineering
- Extension
- Fine Arts
- Forestry or Natural Resources
- Home Economics
- Journalism
- Law
- Medicine
- Music
- Nursing
- Pharmacy
- Physical Education
- Social Welfare
- Veterinary Medicine
- Other

Student Personnel Services Vice-President or Director (chief student affairs officer)
Dean of Men
Dean of Women
Dean or Director of Admissions
Registrar or Director of Registration
Dean or Director of Student Placement
Dean or Director of Student Testing and counseling
Director of Student Financial Aid
Business Vice-President or Business Manager (chief business officer)
Development Vice-President or Director
Budget Officer or Director Controller
Director of Non-Academic Personnel
Public Relations Vice-President or Director
Alumni Services Director
Director of Information
Director of Libraries or Chief Librarian
Director of Audio-Visual Services
Director of Evening School
Director of Extension
Director of Summer Session
Director or Principal of Laboratory School
Director of Athletics
Head Football Coach
Head Basketball Coach

APPENDIX C. NONCASH COMPENSATION

FOR THE FIRST TIME, in the present study institutions were requested to report the amount of the institutional contribution to each of several types of noncash compensation of the following administrative positions:

President or chancellor (chief administrative officer)
Director of Institutional Research
Dean of Men
Dean of Women
Dean or Director of Admissions
Registrar or Director of Registration
Dean or Director of Student Placement
Director of Libraries or Chief Librarian

The following are the instructions given for the reporting of each type of noncash compensation included in the summaries given in this report.

Social Security--If covered by social security, report F.I.C.A. tax of 4.8 percent of the first $7,800 of salary (maximum: $374.40).

Retirement--Report the actual cost of the employer's contribution to all retirement plans other than social security. Exclude the employee's contribution to a tax-sheltered annuity plan (which should be included in "12 Months' Salary").

Insurance--Report the actual direct cost of providing insurance for the individual. Include such coverage as group life insurance, travel and accident insurance, hospital insurance, medical insurance, surgical insurance, major medical insurance, Workmen's Compensation (if provided to the incumbent of the position), and long-term disability insurance. Also include in this section any contribution through other than an insurance plan for prolonged disability income payments to the individual, providing such payments do not arise from the accumulation of unused annual sick leave or vacation benefits.

Housing--Report the actual cost of any individual housing benefit, or the amount of cash payment provided in lieu of free or subsidized housing.

Other benefits--Report the total actual cost to the institution or agency for all other benefits, such as:

- Automobile allowance--including the estimated cost of depreciation, insurance on the automobile, loss of interest on investment (at 5 percent), and estimated operating costs.
- Servants--at actual cost including the institutional portion of social security taxes and other benefits.
- Club dues--actual cost of dues and initiation fees paid in the name of the incumbent.
- Do not include benefits such as professional memberships, travel, and the like.

The summaries in this report do not include the data collected for the two types of noncash compensation listed below. Communications from respondents showed that the definitions are not sufficiently clear to assure consistent interpretation.

Vacation and Holidays--Report the value of annual vacation days and holidays authorized by using the following formula:

$$\frac{\text{12 months' salary}}{260} \times \text{combined number of vacation days and holidays authorized}$$

Tuition and Fees--Report the in-state tuition and fees normally charged to one full-time student if such benefits are normally available to the incumbent of such a position. It is not necessary for the individual to actually be receiving this benefit to have it reported.